Online Appendix for *The Gender of Opportunity: How Gendered Job Titles Affect Job Seeker Attraction*.*

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Abstract

This Online Appendix contains supplementary material for the paper *The Gender of Opportunity: How Gendered Job Titles Affect Job Seeker Attraction*. It provides full regression tables, additional descriptive statistics, robustness checks, and supplementary analyses, complementing the main text. For the RCT, Section A.1.1 lists the company industries, required skill categories, and summary statistics by treatment and industry, followed by the full regression tables and further robustness checks (Section A.1.3). Section A.2 reports detailed results from the hiring expert study, including sample composition, company characteristics, and additional regressions. Section A.3 reports full regression tables, further robustness checks, and additional analyses on the eye-tracking data for the job seeker study. Sections B.1 and B.2 contain the instructions from the hiring expert study and the job seeker study, respectively.

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A Tables

A.1 RCT Data

A.1.1 Further Descriptive Statistics

Industry	Frequency (Percentage)
Marketing, Advertising & PR	80 (4.21)
Automation Technology	14 (0.74)
Automotive	45 (2.37)
Construction & Architecture	47 (2.48)
Consulting	98 (5.16)
Education	33 (1.74)
Services	105 (5.53)
Retail	16 (0.84)
Electronics	49 (2.58)
Energy	74 (3.90)
Events & Exhibitions	10 (0.53)
Finance	108 (5.69)
Healthcare & Social Services	65 (3.42)
Trade & Commerce	86 (4.53)
IT	547 (28.80)
Real Estate & Facility Management	28 (1.48)
Internet & Multimedia	86 (4.53)
Consumer Goods & Food	56 (2.95)
Mechanical & Plant Engineering	79 (4.16)
Media	20 (1.05)
Medicine	18 (0.95)
Human Resources	22 (1.16)
Pharmaceuticals & Chemistry	15 (0.79)
Legal & Tax Consultancy	26 (1.37)
Sports & Tourism	14 (0.74)
Telecommunications	49 (2.58)
Transportation & Logistics	36 (1.90)
Insurance	26 (1.37)
Other	46 (2.42)
Total	1898

Table A.1: Company industries with frequencies and percentage share

A.1.2 Full Regression Tables

Skill	Frequency (Percentage)
Accounting	110 (5.80)
Communication	431 (22.70)
Design	62 (3.27)
Driving License	38 (2.00)
Engineering	93 (4.90)
Industry Experience	609 (32.10)
Law Specialization	73 (3.85)
Management (other)	145 (7.64)
Personnel Management	59 (3.11)
Programming	304 (16.00)
Project Management	211 (11.10)
Security	39 (2.05)
Server Admin and DevOps	69 (3.64)
Software Packages	359 (18.90)
Statistics and Data Analysis	63 (3.32)
Theory	136 (7.17)
Other	1353 (71.30)
Social	522 (27.50)
Total	1898

Table A.2: Required skill categories with frequencies and percentage share

	Baseline	Gender-Fair	Total	
Company size category (employees)	3.581	3.634	3.605	$p = 0.686$
	(1.734)	(1.821)	(1.773)	
No. of required documents	1.640	1.783	1.705	$p = 0.971$
	(1.212)	(1.554)	(1.379)	
No. of required skills	6.351	6.390	6.369	$p = 0.445$
	(3.863)	(2.444)	(3.291)	
No. of words in job ad	227.2	223.5	225.5	$p = 0.226$
	(68.39)	(72.90)	(70.45)	
Hybrid/remote	0.660	0.685	0.671	$p = 0.506$
	(0.474)	(0.465)	(0.470)	

Note: The figures show means with standard deviations in parentheses. The p-values in the last column stem from a Mann-Whitney U test of equality of population rank sums.

Table A.3: Summary statistics across Treatments in IT & Development

	Baseline	Gender-Fair	Total	
Company size category (employees)	3.422	3.524	3.471	$p = 0.493$
	(1.695)	(1.697)	(1.696)	
No. of required documents	1.643	1.596	1.621	$p = 0.245$
	(1.253)	(1.300)	(1.275)	
No. of required skills	5.221	5.368	5.291	$p < 0.001$
	(1.612)	(1.412)	(1.521)	
No. of words in job ad	242.3	233.7	238.2	$p = 0.189$
	(80.97)	(77.25)	(79.28)	
Hybrid/remote	0.605	0.548	0.578	$p = 0.127$
	(0.490)	(0.498)	(0.494)	

Note: The figures show means with standard deviations in parentheses. The p-values in the last column stem from a Mann-Whitney U test of equality of population rank sums.

Table A.4: Summary statistics across Treatments in Business & Management

	Baseline	Gender-Fair	Total	
Company size category (employees)	3.211	3.309	3.259	$p = 0.485$
	(1.662)	(1.682)	(1.671)	
No. of required documents	1.761	1.657	1.710	$p = 0.358$
	(1.324)	(1.206)	(1.268)	
No. of required skills	5.398	5.358	5.379	$p = 0.981$
	(1.673)	(1.526)	(1.602)	
No. of words in job ad	246.0	239.0	242.6	$p = 0.385$
	(85.15)	(79.46)	(82.45)	
Hybrid/remote	0.651	0.615	0.634	$p = 0.378$
	(0.477)	(0.487)	(0.482)	

Note: The figures show means with standard deviations in parentheses. The p-values in the last column stem from a Mann-Whitney U test of equality of population rank sums.

Table A.5: Summary statistics across Treatments in Marketing & Sales

	ID	BM	MS	Total	
No. of Applications	15.16	10.70	16.69	13.96	$p < 0.001$
	(27.79)	(21.38)	(25.55)	(25.07)	
Company size category (employees)	3.581	3.422	3.211	3.418	$p < 0.001$
	(1.734)	(1.695)	(1.662)	(1.704)	
No. of required documents	1.640	1.643	1.761	1.675	$p = 0.294$
	(1.212)	(1.253)	(1.324)	(1.259)	
No. of required skills	6.351	5.221	5.398	5.668	$p < 0.001$
	(3.863)	(1.612)	(1.673)	(2.689)	
No. of words in job ad	227.2	242.3	246.0	238.0	$p < 0.001$
	(68.39)	(80.97)	(85.15)	(78.39)	
Hybrid/remote	0.660	0.605	0.651	0.637	$p = 0.259$
	(0.474)	(0.490)	(0.477)	(0.481)	

Note: The figures show means with standard deviations in parentheses. The p-values in the last column stem from a Kruskal-Wallis test of equality of population rank sums.

Table A.6: Summary statistics across industries in the Baseline

	ID	BM	MS	Total	
No. of Applications	14.52	12.85	13.08	13.47	$p = 0.126$
	(20.53)	(23.22)	(21.10)	(21.72)	
Company size category (employees)	3.634	3.524	3.309	3.497	$p < 0.001$
	(1.821)	(1.697)	(1.682)	(1.737)	
No. of required documents	1.783	1.596	1.657	1.676	$p = 0.248$
	(1.554)	(1.300)	(1.206)	(1.364)	
No. of required skills	6.390	5.368	5.358	5.702	$p < 0.001$
	(2.444)	(1.412)	(1.526)	(1.906)	
No. of words in job ad	223.5	233.7	239.0	231.9	$p < 0.001$
	(72.90)	(77.25)	(79.46)	(76.69)	
Hybrid/remote	0.685	0.548	0.615	0.613	$p < 0.001$
	(0.465)	(0.498)	(0.487)	(0.487)	

Note: The figures show means with standard deviations in parentheses. The p-values in the last column stem from a Kruskal-Wallis test of equality of population rank sums.

Table A.7: Summary statistics across industries in the Gender-Fair treatment

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
Gender-Fair	-0.350	2.638	3.135*	2.923*	3.118*
	(1.159)	(1.845)	(1.776)	(1.762)	(1.800)
ID		5.040**	2.939	0.470	0.840
		(2.007)	(1.922)	(2.256)	(2.236)
MS		6.552***	4.124**	2.449	2.350
		(2.040)	(2.054)	(2.188)	(2.194)
Gender-Fair×ID		-3.072	-3.336	-3.831	-4.243
		(2.746)	(2.613)	(2.569)	(2.617)
Gender-Fair×MS		-6.567**	-5.922**	-5.092*	-5.305**
		(2.845)	(2.700)	(2.675)	(2.688)
Company Size					
25-49			-2.375	-2.422	-1.674
			(1.799)	(1.800)	(1.797)
50-99			-1.230	-0.846	-0.502
			(1.917)	(1.910)	(1.890)
100-249			-0.178	0.176	0.055
			(2.478)	(2.512)	(2.535)
250-499			0.097	0.183	0.293
			(2.263)	(2.261)	(2.257)
500+			-2.910	-1.340	-0.630
			(1.985)	(2.045)	(2.060)
Company Industry					
Marketing, Advertising & PR			6.139	4.854	3.571
			(4.310)	(4.249)	(4.297)
Automation Technology			-3.317	-3.335	-4.894
			(4.120)	(4.214)	(4.189)
Automotive			-4.371	-4.516	-5.548*
			(3.029)	(3.010)	(3.017)
Construction & Architecture			-4.810	-4.830	-4.073
			(3.433)	(3.471)	(3.546)
Consulting			2.006	1.298	0.702
			(3.591)	(3.543)	(3.558)
Education			13.152**	12.766*	10.902*
			(6.659)	(6.725)	(6.497)
Services			1.662	2.124	0.376
			(3.892)	(3.748)	(3.789)
Retail			-1.999	-2.090	-2.673
			(6.718)	(7.017)	(6.906)
Pseudo R^2	0.000	0.001	0.008	0.011	0.013
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.8a: Tobit regression on the number of applications received per job ad (complete table, part 1 of 5)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
Electronics			-6.305	-8.168*	-6.993*
			(4.275)	(4.286)	(4.193)
Energy			-4.385	-3.446	-4.313
			(3.345)	(3.223)	(3.181)
Events & Exhibitions			3.001	2.369	1.259
			(4.325)	(4.190)	(4.414)
Finance			-0.852	-1.421	-4.097
			(3.311)	(3.267)	(3.344)
Healthcare & Social Services			-0.624	-1.214	-3.043
			(3.627)	(3.483)	(3.550)
Trade & Commerce			-2.703	-2.473	-2.907
			(3.432)	(3.351)	(3.285)
IT			4.711	3.495	2.525
			(3.051)	(2.975)	(2.940)
Real Estate & Facility Management			-4.251	-3.940	-3.607
			(3.865)	(3.673)	(3.703)
Internet & Multimedia			9.893**	8.349*	5.468
			(4.459)	(4.382)	(4.492)
Consumer Goods & Food			2.571	1.244	-0.091
			(4.587)	(4.516)	(4.469)
Mechanical & Plant Engineering			-4.995*	-3.404	-2.794
			(2.972)	(2.896)	(2.921)
Media			-8.348	-10.559**	-11.745**
			(5.427)	(5.206)	(5.150)
Medicine			-8.576**	-9.132**	-10.767**
			(4.316)	(4.256)	(4.283)
Human Resources			3.664	3.311	0.894
			(10.495)	(10.556)	(10.352)
Pharmaceuticals & Chemistry			-1.065	0.055	1.133
			(4.974)	(4.797)	(4.602)
Legal & Tax Consultancy			-7.822**	-7.036*	-4.595
			(3.623)	(3.625)	(3.673)
Sports & Tourism			25.870*	25.882**	24.204*
			(13.453)	(13.161)	(12.946)
Telecommunications			-9.570**	-9.772**	-9.840***
			(3.793)	(3.792)	(3.790)
Transportation & Logistics			-5.852	-6.113*	-5.675
			(3.806)	(3.702)	(3.708)
Pseudo R^2	0.000	0.001	0.008	0.011	0.013
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.8b: Tobit regression on the number of applications received per job ad (complete table, part 2 of 5)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
Insurance			-2.368	-2.209	-4.090
			(3.621)	(3.621)	(3.752)
First Zip-Code Digit					
0			1.584	0.161	-0.040
			(4.175)	(4.264)	(4.161)
1			5.344	4.389	4.062
			(4.047)	(4.146)	(4.006)
2			6.734	5.730	4.918
			(4.354)	(4.309)	(4.226)
3			3.910	3.036	2.695
			(4.040)	(4.041)	(3.951)
4			6.975*	5.500	5.046
			(4.185)	(4.189)	(4.066)
5			15.921***	14.979***	14.874***
			(5.671)	(5.464)	(5.364)
6			6.213	4.737	4.184
			(4.377)	(4.513)	(4.405)
7			3.822	1.770	1.885
			(3.879)	(3.940)	(3.838)
8			6.326	4.944	3.942
			(4.084)	(4.180)	(4.060)
9			2.037	1.457	2.137
			(4.044)	(4.122)	(4.022)
No. of required documents				1.309***	1.264***
				(0.448)	(0.445)
Required Skills					
Accounting				-3.968**	-2.935
				(1.809)	(1.793)
Communication				1.536	1.270
				(1.507)	(1.585)
Design				3.995	3.435
				(3.251)	(3.216)
Driving License				0.919	1.510
				(2.926)	(3.077)
Engineering				-6.076***	-5.869***
				(1.994)	(1.991)
Industry Experience				-0.053	-0.056
				(1.392)	(1.414)
Pseudo R^2	0.000	0.001	0.008	0.011	0.013
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.8c: Tobit regression on the number of applications received per job ad (complete table, part 3 of 5)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
Law Specialization				-4.939**	-5.510***
				(2.003)	(1.935)
Management (other)				-2.306	-2.186
				(2.043)	(2.022)
Personnel Management				2.380	1.818
				(3.216)	(3.125)
Programming				2.071	1.591
				(1.885)	(1.874)
Project Management				1.730	1.753
				(2.112)	(2.093)
Security				-2.294	-1.791
				(3.083)	(3.119)
Server Admin and DevOps				0.201	0.411
				(2.796)	(2.743)
Software Packages				2.555	2.843*
				(1.701)	(1.685)
Statistics and Data Analysis				-2.276	-2.421
				(2.058)	(2.056)
Theory				-0.911	-0.707
				(1.988)	(1.973)
Other				-2.992**	-2.847**
				(1.356)	(1.336)
Social				-0.874	-0.930
				(1.208)	(1.219)
No. of required skills				0.676*	0.602*
				(0.369)	(0.364)
Avg. required skill level				-0.047	-0.068
				(0.065)	(0.064)
Wage mention				-1.436	-0.991
				(1.171)	(1.197)
Exact wage (if provided)				-0.000	-0.000*
				(0.000)	(0.000)
Hybrid/Remote					1.303
					(1.190)
No. of words					0.005
					(0.008)
No. of gender-fair words					0.484
					(0.399)
Pseudo R^2	0.000	0.001	0.008	0.011	0.013
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.8d: Tobit regression on the number of applications received per job ad (complete table, part 4 of 5)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
No. of agentic words					1.423
					(1.044)
No. of communal words					0.322
					(0.482)
Informal you					4.667***
					(1.224)
Constant	12.419***	8.789***	4.408	7.198	2.651
	(0.773)	(1.194)	(4.968)	(7.409)	(7.262)
Pseudo R^2	0.000	0.001	0.008	0.011	0.013
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.8e: Tobit regression on the number of applications received per job ad (complete table, part 5 of 5)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
Gender-Fair	0.365	2.136*	2.490**	2.322**	2.389**
	(0.661)	(1.239)	(1.182)	(1.172)	(1.199)
ID		-3.206***	-3.873***	-4.366***	-4.126***
		(1.080)	(1.128)	(1.277)	(1.296)
MS		3.406***	2.167*	1.354	1.284
		(1.157)	(1.151)	(1.273)	(1.282)
Gender-Fair×ID		-1.841	-2.212	-2.311	-2.518*
		(1.518)	(1.464)	(1.440)	(1.460)
Gender-Fair×MS		-4.244**	-4.047**	-3.204**	-3.302**
		(1.712)	(1.635)	(1.618)	(1.628)
Company Size					
25-49			-2.245**	-2.797***	-2.527**
			(1.075)	(1.076)	(1.059)
50-99			-1.780	-1.814*	-1.808*
			(1.095)	(1.079)	(1.051)
100-249			-0.592	-0.559	-0.754
			(1.445)	(1.455)	(1.440)
250-499			-1.129	-1.377	-1.441
			(1.149)	(1.148)	(1.125)
500+			-2.266**	-1.664	-1.347
			(1.089)	(1.100)	(1.095)
Company Industry					
Marketing, Advertising & PR			4.493	3.560	3.138
			(2.952)	(2.923)	(2.943)
Automation Technology			-1.091	-1.125	-1.911
			(3.611)	(3.601)	(3.557)
Automotive			-2.956	-2.732	-3.192
			(2.204)	(2.149)	(2.151)
Construction & Architecture			-4.709**	-4.066*	-3.489
			(2.362)	(2.290)	(2.313)
Consulting			0.657	0.572	0.531
			(2.161)	(2.063)	(2.069)
Education			5.159	5.353	4.475
			(3.397)	(3.447)	(3.398)
Services			-0.249	0.024	-0.726
			(2.362)	(2.248)	(2.269)
Retail			-3.224	-2.997	-3.190
			(3.452)	(3.584)	(3.511)
Pseudo R^2	0.000	0.005	0.017	0.023	0.025
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.9a: Tobit regression on the number of female applications received per job ad (complete table, part 1 of 5)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
Electronics			-5.041*	-6.134**	-5.410*
			(2.909)	(2.835)	(2.788)
Energy			-3.606	-2.816	-3.251
			(2.318)	(2.166)	(2.147)
Events & Exhibitions			3.939	3.040	2.596
			(4.207)	(3.912)	(4.011)
Finance			-1.375	-1.395	-2.531
			(2.077)	(1.986)	(2.037)
Healthcare & Social Services			0.025	-0.420	-1.034
			(2.299)	(2.181)	(2.202)
Trade & Commerce			-3.018	-2.303	-2.372
			(2.222)	(2.115)	(2.081)
IT			1.298	0.599	0.264
			(1.990)	(1.906)	(1.908)
Real Estate & Facility Management			-2.025	-2.047	-1.644
			(2.750)	(2.534)	(2.531)
Internet & Multimedia			2.885	2.404	1.101
			(2.370)	(2.294)	(2.344)
Consumer Goods & Food			0.936	0.570	0.117
			(2.710)	(2.617)	(2.612)
Mechanical & Plant Engineering			-5.023**	-3.481*	-3.121
			(2.097)	(1.976)	(1.977)
Media			-5.382	-6.360*	-6.981**
			(3.622)	(3.503)	(3.497)
Medicine			-4.212	-4.047	-4.705
			(2.846)	(2.855)	(2.899)
Human Resources			3.618	2.134	1.230
			(7.245)	(7.300)	(7.178)
Pharmaceuticals & Chemistry			0.576	1.336	1.998
			(3.328)	(3.109)	(3.020)
Legal & Tax Consultancy			-3.702	-2.916	-1.589
			(2.624)	(2.513)	(2.547)
Sports & Tourism			11.601*	12.092*	11.275*
			(6.720)	(6.564)	(6.448)
Telecommunications			-7.161**	-6.668**	-6.574**
			(2.875)	(2.802)	(2.778)
Transportation & Logistics			-4.929*	-4.697*	-4.221*
			(2.542)	(2.443)	(2.444)
Pseudo R^2	0.000	0.005	0.017	0.023	0.025
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.9b: Tobit regression on the number of female applications received per job ad (complete table, part 2 of 5)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
Insurance			-1.576	-1.266	-2.176
			(2.463)	(2.381)	(2.434)
First Zip-Code Digit					
0			2.689	1.021	1.194
			(3.208)	(3.367)	(3.248)
1			4.477	2.943	2.915
			(3.218)	(3.403)	(3.266)
2			4.895	3.255	2.926
			(3.337)	(3.429)	(3.323)
3			1.577	0.610	0.589
			(3.195)	(3.331)	(3.211)
4			2.624	0.875	0.733
			(3.164)	(3.298)	(3.169)
5			9.423**	8.222**	8.410**
			(4.093)	(4.048)	(3.967)
6			2.746	1.165	0.953
			(3.153)	(3.314)	(3.194)
7			2.992	1.188	1.409
			(3.095)	(3.252)	(3.137)
8			4.735	3.246	2.920
			(3.141)	(3.300)	(3.186)
9			1.294	0.560	1.083
			(3.259)	(3.426)	(3.294)
No. of required documents				0.795***	0.752***
				(0.245)	(0.246)
Required Skills					
Accounting				-0.070	0.495
				(1.065)	(1.054)
Communication				1.965**	1.843**
				(0.905)	(0.935)
Design				3.382*	3.082
				(1.969)	(1.934)
Driving License				-2.290	-1.908
				(1.693)	(1.709)
Engineering				-6.067***	-5.951***
				(1.557)	(1.548)
Industry Experience				-1.306	-1.295
				(0.833)	(0.844)
Pseudo R^2	0.000	0.005	0.017	0.023	0.025
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.9c: Tobit regression on the number of female applications received per job ad (complete table, part 3 of 5)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
Law Specialization				-2.947**	-3.261***
				(1.183)	(1.154)
Management (other)				-0.993	-0.971
				(1.270)	(1.267)
Personnel Management				5.524***	5.185**
				(2.135)	(2.066)
Programming				0.779	0.539
				(0.841)	(0.839)
Project Management				1.490	1.515
				(1.197)	(1.198)
Security				-3.099*	-2.757*
				(1.603)	(1.597)
Server Admin and DevOps				-3.197**	-2.956**
				(1.408)	(1.390)
Software Packages				0.280	0.402
				(0.837)	(0.830)
Statistics and Data Analysis				-1.882	-1.839
				(1.348)	(1.356)
Theory				-1.013	-1.048
				(1.256)	(1.257)
Other				-1.261*	-1.134
				(0.758)	(0.746)
Social				-1.250	-1.248
				(0.761)	(0.761)
No. of required skills				0.336*	0.284
				(0.180)	(0.175)
Avg. required skill level				-0.059*	-0.069**
				(0.032)	(0.033)
Wage mention				-0.840	-0.609
				(0.652)	(0.681)
Exact wage (if provided)				0.000	-0.000
				(0.000)	(0.000)
Hybrid/Remote					0.419
					(0.689)
No. of words					0.005
					(0.004)
No. of gender-fair words					0.361
					(0.222)
Pseudo R^2	0.000	0.005	0.017	0.023	0.025
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.9d: Tobit regression on the number of female applications received per job ad (complete table, part 4 of 5)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
No. of agentic words					0.521
					(0.624)
No. of communal words					-0.077
					(0.226)
Informal you					2.611***
					(0.753)
Constant	1.933***	2.073***	0.604	5.394	2.706
	(0.419)	(0.712)	(3.741)	(4.835)	(4.744)
Pseudo R^2	0.000	0.005	0.017	0.023	0.025
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.9e: Tobit regression on the number of female applications received per job ad (complete table, part 5 of 5)

Dep. Var.: nonzero applications	(1)	(2)	(3)	(4)	(5)
Gender-Fair	0.061	0.148	0.206	0.222*	0.245*
	(0.081)	(0.131)	(0.133)	(0.134)	(0.137)
ID		0.163	0.127	-0.005	0.013
		(0.129)	(0.140)	(0.161)	(0.159)
MS		0.142	0.129	0.037	0.044
		(0.137)	(0.140)	(0.151)	(0.154)
Gender-Fair×ID		-0.047	-0.124	-0.168	-0.191
		(0.196)	(0.199)	(0.203)	(0.204)
Gender-Fair×MS		-0.231	-0.261	-0.250	-0.294
		(0.198)	(0.201)	(0.202)	(0.206)
Company Size					
25-49			-0.194	-0.226	-0.178
			(0.172)	(0.177)	(0.186)
50-99			-0.226	-0.159	-0.138
			(0.138)	(0.140)	(0.149)
100-249			-0.273*	-0.238	-0.251
			(0.153)	(0.155)	(0.162)
250-499			-0.123	-0.102	-0.101
			(0.157)	(0.164)	(0.170)
500+			-0.239	-0.136	-0.118
			(0.150)	(0.147)	(0.151)
Company Industry					
Marketing, Advertising & PR			-0.035	-0.090	-0.185
			(0.410)	(0.416)	(0.425)
Automation Technology			-0.109	-0.070	-0.158
			(0.608)	(0.619)	(0.622)
Automotive			-0.241	-0.300	-0.328
			(0.440)	(0.449)	(0.458)
Construction & Architecture			-0.337	-0.348	-0.247
			(0.424)	(0.449)	(0.470)
Consulting			-0.377	-0.397	-0.404
			(0.383)	(0.399)	(0.411)
Education			-0.149	-0.189	-0.270
			(0.481)	(0.495)	(0.503)
Services			-0.131	-0.065	-0.164
			(0.392)	(0.400)	(0.410)
Retail			-0.472	-0.505	-0.422
			(0.511)	(0.522)	(0.544)
Pseudo R^2	0.000	0.004	0.055	0.086	0.109
Observations	1859	1859	1859	1859	1859

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.10a: Probit regression on whether a job ad received at least one application or not (complete table, part 1 of 5)

Dep. Var.: nonzero applications	(1)	(2)	(3)	(4)	(5)
Electronics			-0.950**	-1.015**	-0.883**
			(0.391)	(0.397)	(0.404)
Energy			-0.649*	-0.579	-0.610
			(0.382)	(0.388)	(0.395)
Finance			-0.365	-0.388	-0.566
			(0.374)	(0.381)	(0.393)
Healthcare & Social Services			-0.072	-0.085	-0.202
			(0.422)	(0.426)	(0.440)
Trade & Commerce			-0.666*	-0.630*	-0.614
			(0.374)	(0.380)	(0.389)
IT			-0.237	-0.284	-0.315
			(0.346)	(0.357)	(0.367)
Real Estate & Facility Management			0.123	0.101	0.173
			(0.526)	(0.543)	(0.570)
Internet & Multimedia			-0.231	-0.324	-0.535
			(0.389)	(0.392)	(0.405)
Consumer Goods & Food			-0.418	-0.471	-0.641
			(0.407)	(0.418)	(0.436)
Mechanical & Plant Engineering			-0.353	-0.183	-0.051
			(0.384)	(0.389)	(0.399)
Media			-1.105**	-1.153**	-1.160**
			(0.449)	(0.461)	(0.465)
Medicine			-0.431	-0.493	-0.530
			(0.523)	(0.524)	(0.528)
Human Resources			-0.939**	-0.970**	-1.183**
			(0.441)	(0.455)	(0.469)
Legal & Tax Consultancy			-0.703	-0.582	-0.407
			(0.446)	(0.457)	(0.468)
Telecommunications			-0.843**	-0.889**	-0.901**
			(0.391)	(0.405)	(0.413)
Transportation & Logistics			-0.768*	-0.842**	-0.817*
			(0.418)	(0.424)	(0.434)
Insurance			0.157	0.146	-0.044
			(0.562)	(0.568)	(0.567)
First Zip-Code Digit					
0			0.251	0.217	0.205
			(0.385)	(0.400)	(0.397)
1			0.357	0.390	0.366
Pseudo R^2	0.000	0.004	0.055	0.086	0.109
Observations	1859	1859	1859	1859	1859

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.10b: Probit regression on whether a job ad received at least one application or not (complete table, part 2 of 5)

Dep. Var.: nonzero applications	(1)	(2)	(3)	(4)	(5)
			(0.359)	(0.372)	(0.368)
2			0.458	0.495	0.440
			(0.387)	(0.403)	(0.402)
3			0.713*	0.739*	0.777*
			(0.415)	(0.428)	(0.423)
4			0.545	0.525	0.509
			(0.370)	(0.383)	(0.378)
5			0.675*	0.726*	0.739*
			(0.383)	(0.399)	(0.400)
6			0.342	0.328	0.311
			(0.361)	(0.375)	(0.369)
7			0.574	0.545	0.561
			(0.357)	(0.370)	(0.364)
8			0.648*	0.662*	0.611
			(0.365)	(0.379)	(0.374)
9			1.028**	1.171**	1.247**
			(0.489)	(0.499)	(0.497)
No. of required documents				0.164***	0.164***
				(0.041)	(0.041)
Required Skills					
Accounting				-0.326*	-0.237
				(0.178)	(0.181)
Communication				-0.015	-0.007
				(0.106)	(0.109)
Design				0.050	-0.031
				(0.254)	(0.257)
Driving License				-0.016	0.029
				(0.268)	(0.271)
Engineering				-0.288	-0.273
				(0.176)	(0.176)
Industry Experience				0.008	0.002
				(0.097)	(0.099)
Law Specialization				-0.203	-0.246
				(0.209)	(0.206)
Management (other)				-0.008	-0.009
				(0.159)	(0.160)
Personnel Management				0.097	0.064
				(0.260)	(0.265)
Pseudo R^2	0.000	0.004	0.055	0.086	0.109
Observations	1859	1859	1859	1859	1859

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.10c: Probit regression on whether a job ad received at least one application or not (complete table, part 3 of 5)

Dep. Var.: nonzero applications	(1)	(2)	(3)	(4)	(5)
Programming				0.011	-0.007
				(0.153)	(0.151)
Project Management				-0.084	-0.072
				(0.143)	(0.145)
Security				-0.173	-0.152
				(0.286)	(0.292)
Server Admin and DevOps				0.094	0.151
				(0.297)	(0.288)
Software Packages				0.110	0.127
				(0.129)	(0.130)
Statistics and Data Analysis				-0.047	-0.069
				(0.243)	(0.249)
Theory				-0.236	-0.201
				(0.149)	(0.152)
Other				-0.107	-0.078
				(0.105)	(0.107)
Social				-0.132	-0.146
				(0.095)	(0.098)
No. of required skills				0.056	0.047
				(0.035)	(0.035)
Avg. required skill level				-0.001	-0.003
				(0.004)	(0.004)
Wage mention				-0.027	-0.004
				(0.083)	(0.087)
Exact wage (if provided)				0.000	0.000
				(0.000)	(0.000)
Hybrid/Remote					0.110
					(0.092)
No. of words					0.001
					(0.001)
No. of gender-fair words					0.011
					(0.027)
No. of agentic words					0.188**
					(0.075)
No. of communal words					0.048
					(0.031)
Informal you					0.281***
					(0.103)
Pseudo R^2	0.000	0.004	0.055	0.086	0.109
Observations	1859	1859	1859	1859	1859

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.10d: Probit regression on whether a job ad received at least one application or not (complete table, part 4 of 5)

Dep. Var.: nonzero applications	(1)	(2)	(3)	(4)	(5)
Constant	1.294***	1.199***	1.264***	0.995*	0.581
	(0.055)	(0.087)	(0.486)	(0.586)	(0.607)
Pseudo R^2	0.000	0.004	0.055	0.086	0.109
Observations	1859	1859	1859	1859	1859

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.10e: Probit regression on whether a job ad received at least one application or not (complete table, part 5 of 5)

Dep. Var.: nonzero female applications	(1)	(2)	(3)	(4)	(5)
Gender-Fair	0.067	0.116	0.155	0.171	0.185*
	(0.061)	(0.102)	(0.104)	(0.105)	(0.106)
ID		-0.281***	-0.297***	-0.346***	-0.321***
		(0.097)	(0.105)	(0.120)	(0.121)
MS		0.170	0.113	0.149	0.147
		(0.108)	(0.113)	(0.121)	(0.122)
Gender-Fair×ID		-0.029	-0.080	-0.120	-0.152
		(0.144)	(0.147)	(0.151)	(0.152)
Gender-Fair×MS		-0.169	-0.147	-0.124	-0.147
		(0.156)	(0.161)	(0.162)	(0.164)
Company Size					
25-49			-0.273**	-0.364***	-0.354***
			(0.125)	(0.129)	(0.131)
50-99			-0.255**	-0.268**	-0.278***
			(0.103)	(0.105)	(0.107)
100-249			-0.153	-0.189	-0.222*
			(0.122)	(0.125)	(0.127)
250-499			-0.163	-0.194	-0.212*
			(0.117)	(0.120)	(0.122)
500+			-0.237**	-0.192*	-0.172
			(0.112)	(0.114)	(0.118)
Company Industry					
Marketing, Advertising & PR			0.209	0.119	0.049
			(0.281)	(0.292)	(0.294)
Automation Technology			-0.354	-0.339	-0.416
			(0.422)	(0.425)	(0.423)
Automotive			-0.341	-0.333	-0.370
			(0.290)	(0.299)	(0.302)
Construction & Architecture			-0.426	-0.369	-0.353
			(0.288)	(0.300)	(0.302)
Consulting			-0.087	-0.116	-0.121
			(0.260)	(0.272)	(0.274)
Education			-0.096	-0.134	-0.232
			(0.330)	(0.353)	(0.353)
Services			-0.218	-0.169	-0.257
			(0.252)	(0.261)	(0.264)
Retail			-0.488	-0.490	-0.507
			(0.391)	(0.400)	(0.405)
Pseudo R^2	0.001	0.014	0.059	0.094	0.106
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.11a: Probit regression on whether a job ad received at least one application or not (complete table, part 1 of 5)

Dep. Var.: nonzero female applications	(1)	(2)	(3)	(4)	(5)
Electronics			-0.738***	-0.793***	-0.736**
			(0.282)	(0.291)	(0.290)
Energy			-0.609**	-0.540**	-0.603**
			(0.263)	(0.271)	(0.274)
Events & Exhibitions			-0.020	-0.056	-0.143
			(0.511)	(0.516)	(0.537)
Finance			-0.135	-0.155	-0.298
			(0.252)	(0.262)	(0.266)
Healthcare & Social Services			-0.015	0.017	-0.071
			(0.278)	(0.284)	(0.289)
Trade & Commerce			-0.485*	-0.389	-0.412
			(0.258)	(0.266)	(0.267)
IT			-0.180	-0.207	-0.258
			(0.223)	(0.233)	(0.235)
Real Estate & Facility Management			0.172	0.156	0.187
			(0.362)	(0.367)	(0.370)
Internet & Multimedia			-0.117	-0.200	-0.371
			(0.267)	(0.279)	(0.283)
Consumer Goods & Food			-0.163	-0.200	-0.295
			(0.292)	(0.308)	(0.313)
Mechanical & Plant Engineering			-0.569**	-0.373	-0.345
			(0.257)	(0.268)	(0.272)
Media			-0.715**	-0.774**	-0.840**
			(0.364)	(0.364)	(0.361)
Medicine			-0.283	-0.252	-0.289
			(0.386)	(0.395)	(0.400)
Human Resources			-0.814**	-0.974***	-1.078***
			(0.354)	(0.374)	(0.374)
Pharmaceuticals & Chemistry			0.330	0.365	0.412
			(0.449)	(0.458)	(0.455)
Legal & Tax Consultancy			-0.517	-0.419	-0.347
			(0.344)	(0.359)	(0.362)
Sports & Tourism			0.699	0.772	0.639
			(0.560)	(0.585)	(0.597)
Telecommunications			-1.064***	-1.023***	-1.043***
			(0.286)	(0.300)	(0.300)
Transportation & Logistics			-0.560*	-0.574*	-0.542*
			(0.304)	(0.315)	(0.318)
Pseudo R^2	0.001	0.014	0.059	0.094	0.106
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.11b: Probit regression on whether a job ad received at least one application or not (complete table, part 2 of 5)

Dep. Var.: nonzero female applications	(1)	(2)	(3)	(4)	(5)
Insurance			0.026	0.026	-0.071
			(0.369)	(0.376)	(0.375)
First Zip-Code Digit					
0			0.752**	0.644*	0.657*
			(0.330)	(0.351)	(0.343)
1			0.670**	0.615*	0.599*
			(0.307)	(0.328)	(0.319)
2			0.679**	0.619*	0.584*
			(0.321)	(0.342)	(0.335)
3			0.551*	0.520	0.516
			(0.327)	(0.346)	(0.338)
4			0.483	0.371	0.360
			(0.312)	(0.332)	(0.323)
5			0.833**	0.804**	0.801**
			(0.324)	(0.344)	(0.338)
6			0.510*	0.448	0.424
			(0.307)	(0.327)	(0.318)
7			0.701**	0.627*	0.644**
			(0.303)	(0.323)	(0.314)
8			0.953***	0.911***	0.858***
			(0.310)	(0.332)	(0.323)
9			0.639*	0.680*	0.725**
			(0.349)	(0.371)	(0.361)
No. of required documents				0.088***	0.083***
				(0.027)	(0.028)
Required Skills					
Accounting				0.226	0.300*
				(0.158)	(0.158)
Communication				0.039	0.029
				(0.086)	(0.087)
Design				-0.053	-0.076
				(0.177)	(0.179)
Driving License				-0.214	-0.209
				(0.226)	(0.228)
Engineering				-0.605***	-0.584***
				(0.145)	(0.145)
Industry Experience				-0.187**	-0.189**
				(0.076)	(0.076)
Pseudo R^2	0.001	0.014	0.059	0.094	0.106
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.11c: Probit regression on whether a job ad received at least one application or not (complete table, part 3 of 5)

Dep. Var.: nonzero female applications	(1)	(2)	(3)	(4)	(5)
Law Specialization				-0.119	-0.134
				(0.170)	(0.168)
Management (other)				-0.061	-0.070
				(0.121)	(0.122)
Personnel Management				0.591***	0.558**
				(0.223)	(0.225)
Programming				0.214*	0.205*
				(0.110)	(0.109)
Project Management				0.167	0.180
				(0.110)	(0.111)
Security				-0.168	-0.150
				(0.218)	(0.219)
Server Admin and DevOps				-0.395**	-0.380**
				(0.171)	(0.171)
Software Packages				-0.060	-0.042
				(0.091)	(0.092)
Statistics and Data Analysis				-0.159	-0.185
				(0.178)	(0.181)
Theory				-0.251**	-0.250**
				(0.122)	(0.122)
Other				0.024	0.047
				(0.076)	(0.077)
Social				-0.212***	-0.218***
				(0.074)	(0.075)
No. of required skills				0.021	0.014
				(0.017)	(0.016)
Avg. required skill level				0.001	0.000
				(0.003)	(0.003)
Wage mention				-0.049	-0.036
				(0.067)	(0.068)
Exact wage (if provided)				0.000	0.000
				(0.000)	(0.000)
Hybrid/Remote					0.001
					(0.074)
No. of words					0.001*
					(0.001)
No. of gender-fair words					0.047**
					(0.023)
Pseudo R^2	0.001	0.014	0.059	0.094	0.106
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.11d: Probit regression on whether a job ad received at least one application or not (complete table, part 4 of 5)

Dep. Var.: nonzero female applications	(1)	(2)	(3)	(4)	(5)
No. of agentic words					0.114**
					(0.054)
No. of communal words					-0.007
					(0.024)
Informal you					0.193**
					(0.082)
Constant	0.514***	0.573***	0.361	0.223	-0.038
	(0.042)	(0.069)	(0.373)	(0.464)	(0.469)
Pseudo R^2	0.001	0.014	0.059	0.094	0.106
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.11e: Probit regression on whether a job ad received at least one application or not (complete table, part 5 of 5)

Dep. Var.: Number of clicks	(1)	(2)	(3)	(4)	(5)
Gender-Fair	-4.055	11.658	15.414	15.897*	17.446*
	(6.199)	(10.217)	(9.913)	(9.609)	(9.787)
ID		23.566**	10.495	1.187	4.679
		(9.978)	(9.501)	(10.915)	(10.815)
MS		40.792***	30.050***	27.558**	28.074**
		(11.660)	(11.375)	(11.562)	(11.499)
Gender-Fair×ID		-17.910	-21.043	-24.243*	-25.795*
		(14.156)	(13.536)	(13.459)	(13.562)
Gender-Fair×MS		-33.159**	-29.724**	-28.084*	-29.360**
		(16.005)	(15.084)	(14.647)	(14.695)
Company Size					
25-49			-15.960	-14.248	-13.480
			(10.010)	(10.032)	(10.118)
50-99			-0.778	0.961	-0.164
			(11.239)	(11.107)	(10.851)
100-249			-1.487	1.890	-1.319
			(14.415)	(14.327)	(14.727)
250-499			-9.831	-8.810	-9.970
			(10.722)	(10.713)	(10.483)
500+			-13.878	-7.695	-9.047
			(9.885)	(9.976)	(10.118)
Company Industry					
Marketing, Advertising & PR			20.552	12.386	6.031
			(19.373)	(19.764)	(20.054)
Automation Technology			-4.375	-5.118	-2.144
			(26.208)	(27.081)	(27.060)
Automotive			-26.226**	-25.849*	-29.210**
			(13.359)	(14.098)	(14.185)
Construction & Architecture			-18.819	-24.434	-17.196
			(21.129)	(20.633)	(20.894)
Consulting			43.228*	40.303*	39.456*
			(22.316)	(22.893)	(22.726)
Education			81.401*	82.205*	72.958*
			(44.215)	(44.891)	(43.543)
Services			5.728	6.329	-0.254
			(17.020)	(16.800)	(17.062)
Retail			-22.321	-21.285	-18.078
			(25.516)	(26.307)	(25.839)
Pseudo R^2	0.000	0.001	0.007	0.009	0.010
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.12a: Tobit regression on the number of clicks a job ad received (complete table, part 1 of 5)

Dep. Var.: Number of clicks	(1)	(2)	(3)	(4)	(5)
Electronics			-30.890	-35.843*	-27.951
			(19.310)	(19.760)	(19.218)
Energy			-24.079*	-20.572	-23.818*
			(13.523)	(13.423)	(13.253)
Events & Exhibitions			-0.565	-5.620	-11.445
			(19.276)	(18.136)	(18.067)
Finance			7.527	5.464	-6.459
			(15.311)	(15.592)	(15.917)
Healthcare & Social Services			-10.188	-15.886	-23.018
			(15.889)	(15.781)	(16.093)
Trade & Commerce			-11.343	-7.237	-6.371
			(15.845)	(15.874)	(15.551)
IT			34.491**	29.506**	25.606*
			(14.281)	(14.378)	(14.286)
Real Estate & Facility Management			-12.402	-14.281	-14.447
			(18.571)	(18.241)	(18.188)
Internet & Multimedia			71.921***	67.624***	52.366**
			(23.669)	(23.773)	(23.604)
Consumer Goods & Food			11.820	7.746	0.395
			(20.155)	(20.069)	(19.897)
Mechanical & Plant Engineering			-23.117*	-18.004	-10.533
			(13.954)	(14.423)	(14.861)
Media			-25.844	-36.903**	-37.398**
			(18.760)	(18.533)	(18.170)
Medicine			-47.873**	-52.948**	-57.783***
			(20.763)	(21.165)	(20.727)
Human Resources			3.458	3.769	-7.591
			(40.924)	(41.296)	(41.060)
Pharmaceuticals & Chemistry			-6.541	-4.974	0.620
			(29.042)	(28.712)	(28.274)
Legal & Tax Consultancy			-25.626*	-21.525	-13.361
			(15.417)	(17.085)	(17.418)
Sports & Tourism			166.417**	164.551**	156.570**
			(74.829)	(71.642)	(70.322)
Telecommunications			-35.300**	-38.661**	-39.343**
			(15.900)	(16.620)	(16.497)
Transportation & Logistics			-22.252	-22.027	-19.950
			(20.974)	(21.145)	(20.999)
Pseudo R^2	0.000	0.001	0.007	0.009	0.010
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.12b: Tobit regression on the number of clicks a job ad received (complete table, part 2 of 5)

Dep. Var.: Number of clicks	(1)	(2)	(3)	(4)	(5)
Insurance			0.295	-2.041	-6.203
			(18.917)	(19.278)	(19.552)
First Zip-Code Digit					
0			19.208	6.149	4.691
			(18.628)	(19.612)	(19.166)
1			28.681*	24.005	22.536
			(16.092)	(17.995)	(17.550)
2			31.723*	26.895	24.179
			(17.566)	(18.754)	(18.494)
3			12.579	9.150	10.006
			(15.940)	(17.321)	(16.964)
4			39.163**	29.593*	28.486
			(16.490)	(17.845)	(17.395)
5			97.683***	93.623***	92.724***
			(27.215)	(27.011)	(26.527)
6			37.138**	30.548*	28.650
			(16.906)	(18.543)	(18.163)
7			33.954**	24.528	25.042
			(16.286)	(18.128)	(17.730)
8			43.071**	33.551*	29.169
			(18.457)	(20.178)	(19.744)
9			10.122	6.258	9.167
			(16.372)	(17.974)	(17.689)
No. of required documents				4.177*	3.784
				(2.342)	(2.322)
Required Skills					
Accounting				-1.647	4.655
				(12.725)	(12.921)
Communication				8.045	8.226
				(7.978)	(8.199)
Design				-5.167	-10.851
				(13.268)	(13.341)
Driving License				25.102	27.563
				(21.676)	(21.963)
Engineering				-28.109***	-26.739***
				(8.785)	(8.829)
Industry Experience				-11.362	-11.073
				(7.539)	(7.593)
Pseudo R^2	0.000	0.001	0.007	0.009	0.010
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.12c: Tobit regression on the number of clicks a job ad received (complete table, part 3 of 5)

Dep. Var.: Number of clicks	(1)	(2)	(3)	(4)	(5)
Law Specialization				0.608	-2.967
				(17.246)	(16.729)
Management (other)				-8.611	-9.991
				(10.784)	(10.587)
Personnel Management				4.244	1.650
				(14.629)	(14.548)
Programming				11.528	8.918
				(10.185)	(9.974)
Project Management				16.482	16.198
				(12.223)	(12.062)
Security				-19.909	-19.033
				(13.982)	(13.944)
Server Admin and DevOps				-12.137	-12.913
				(12.653)	(12.542)
Software Packages				6.794	7.686
				(9.229)	(9.132)
Statistics and Data Analysis				-3.577	-4.871
				(8.984)	(8.931)
Theory				-1.889	-0.589
				(11.298)	(11.311)
Other				-22.194***	-21.090***
				(7.498)	(7.342)
Social				-11.039*	-11.290*
				(5.878)	(5.834)
No. of required skills				3.736*	3.251*
				(1.991)	(1.939)
Avg. required skill level				-0.139	-0.225
				(0.274)	(0.271)
Wage mention				3.181	3.337
				(6.493)	(6.755)
Exact wage (if provided)				-0.000	-0.000
				(0.000)	(0.000)
Hybrid/Remote					8.467
					(6.420)
No. of words					0.115**
					(0.053)
No. of gender-fair words					0.135
					(1.826)
Pseudo R^2	0.000	0.001	0.007	0.009	0.010
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.12d: Tobit regression on the number of clicks a job ad received (complete table, part 4 of 5)

Dep. Var.: Number of clicks	(1)	(2)	(3)	(4)	(5)
No. of agentic words					3.144
					(5.262)
No. of communal words					1.583
					(2.371)
Informal you					10.780
					(6.655)
Constant	77.536***	57.704***	21.587	31.875	0.381
	(4.446)	(6.266)	(21.598)	(32.617)	(32.553)
Pseudo R^2	0.000	0.001	0.007	0.009	0.010
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.12e: Tobit regression on the number of clicks a job ad received (complete table, part 5 of 5)

Dep. Var.: Number of female clicks	(1)	(2)	(3)	(4)	(5)
Gender-Fair	-0.543	8.301	10.326**	10.032**	10.853**
	(2.882)	(5.169)	(4.999)	(4.852)	(4.965)
ID		-5.818	-10.866***	-13.126***	-11.347**
		(3.874)	(4.067)	(4.521)	(4.543)
MS		21.771***	16.703***	14.683**	14.967***
		(5.884)	(5.601)	(5.810)	(5.802)
Gender-Fair×ID		-10.007*	-11.813**	-12.260**	-13.072**
		(6.002)	(5.790)	(5.706)	(5.812)
Gender-Fair×MS		-20.110**	-18.917**	-16.734**	-17.438**
		(8.189)	(7.665)	(7.437)	(7.465)
Company Size					
25-49			-8.264*	-8.302*	-7.894*
			(4.724)	(4.763)	(4.761)
50-99			-3.303	-2.830	-3.529
			(5.405)	(5.280)	(5.095)
100-249			-4.338	-2.603	-4.248
			(6.446)	(6.447)	(6.518)
250-499			-6.802	-6.823	-7.554
			(4.934)	(4.965)	(4.831)
500+			-9.022*	-6.502	-7.570
			(4.632)	(4.654)	(4.690)
Company Industry					
Marketing, Advertising & PR			11.719	8.056	5.078
			(11.308)	(11.394)	(11.515)
Automation Technology			-0.375	-0.921	1.127
			(15.424)	(15.314)	(15.200)
Automotive			-12.652*	-11.621	-13.292*
			(7.296)	(7.351)	(7.398)
Construction & Architecture			-19.264*	-20.132*	-16.192
			(10.524)	(10.293)	(10.313)
Consulting			13.490	13.089	12.782
			(10.092)	(10.049)	(9.974)
Education			41.406*	42.111*	37.470
			(23.401)	(23.680)	(23.012)
Services			0.278	0.611	-2.662
			(9.095)	(8.783)	(8.889)
Retail			-19.652	-19.217	-17.594
			(13.406)	(13.857)	(13.378)
Pseudo R^2	0.000	0.002	0.011	0.014	0.015
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.13a: Tobit regression on the number of female clicks a job ad received (complete table, part 1 of 5)

Dep. Var.: Number of female clicks	(1)	(2)	(3)	(4)	(5)
Electronics			-20.471*	-22.880**	-18.952*
			(10.468)	(10.417)	(10.121)
Energy			-14.344*	-12.211*	-13.929*
			(7.657)	(7.322)	(7.266)
Events & Exhibitions			4.759	0.211	-2.146
			(12.053)	(10.932)	(10.792)
Finance			0.672	0.592	-4.819
			(8.002)	(7.854)	(8.082)
Healthcare & Social Services			-4.192	-7.601	-10.804
			(8.777)	(8.589)	(8.679)
Trade & Commerce			-10.607	-7.099	-6.361
			(8.561)	(8.282)	(8.133)
IT			11.300	8.962	7.294
			(7.659)	(7.429)	(7.408)
Real Estate & Facility Management			-7.753	-8.891	-8.635
			(10.684)	(10.163)	(10.149)
Internet & Multimedia			26.784**	25.045**	17.817*
			(10.623)	(10.628)	(10.707)
Consumer Goods & Food			4.372	3.210	0.142
			(10.353)	(10.159)	(10.127)
Mechanical & Plant Engineering			-18.226**	-14.745**	-10.917
			(7.515)	(7.371)	(7.455)
Media			-19.582*	-23.635**	-23.858**
			(10.409)	(10.371)	(10.258)
Medicine			-23.056**	-22.927**	-25.525**
			(11.469)	(11.534)	(11.355)
Human Resources			10.697	8.768	3.356
			(24.119)	(24.354)	(24.347)
Pharmaceuticals & Chemistry			0.421	2.140	4.679
			(17.361)	(16.707)	(16.501)
Legal & Tax Consultancy			-9.543	-8.414	-4.342
			(9.024)	(9.435)	(9.503)
Sports & Tourism			86.463**	86.641**	82.751**
			(40.420)	(38.795)	(38.072)
Telecommunications			-19.081**	-19.820**	-20.019**
			(9.288)	(9.320)	(9.219)
Transportation & Logistics			-18.782**	-17.584*	-16.494*
			(9.174)	(9.079)	(9.003)
Pseudo R^2	0.000	0.002	0.011	0.014	0.015
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.13b: Tobit regression on the number of female clicks a job ad received (complete table, part 2 of 5)

Dep. Var.: Number of female clicks	(1)	(2)	(3)	(4)	(5)
Insurance			-5.609	-6.670	-8.403
			(9.751)	(9.651)	(9.748)
First Zip-Code Digit					
0			5.249	-0.922	-1.291
			(9.375)	(10.029)	(9.624)
1			11.642	8.031	7.767
			(8.831)	(9.781)	(9.362)
2			14.211	10.793	9.793
			(9.641)	(10.201)	(9.891)
3			1.786	0.581	1.495
			(8.616)	(9.322)	(8.958)
4			10.521	5.160	4.989
			(8.539)	(9.273)	(8.885)
5			42.233***	39.733***	39.776***
			(14.902)	(14.628)	(14.327)
6			10.832	6.713	6.169
			(8.531)	(9.335)	(8.956)
7			12.502	7.450	8.150
			(8.713)	(9.568)	(9.243)
8			17.108*	12.214	10.657
			(9.005)	(9.810)	(9.494)
9			2.740	0.425	2.249
			(8.759)	(9.537)	(9.196)
No. of required documents				2.269**	2.052*
				(1.083)	(1.066)
Required Skills					
Accounting				0.525	3.554
				(5.851)	(5.934)
Communication				9.100**	9.284**
				(4.072)	(4.209)
Design				4.340	1.419
				(6.612)	(6.594)
Driving License				1.261	2.912
				(8.250)	(8.358)
Engineering				-14.856***	-14.267***
				(4.297)	(4.337)
Industry Experience				-8.268**	-8.090**
				(3.708)	(3.753)
Pseudo R^2	0.000	0.002	0.011	0.014	0.015
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.13c: Tobit regression on the number of female clicks a job ad received (complete table, part 3 of 5)

Dep. Var.: Number of female clicks	(1)	(2)	(3)	(4)	(5)
Law Specialization				1.369	-0.485
				(7.944)	(7.702)
Management (other)				-2.333	-3.034
				(4.905)	(4.864)
Personnel Management				14.145	12.621
				(8.799)	(8.685)
Programming				1.579	0.247
				(3.619)	(3.569)
Project Management				8.988	8.768
				(5.591)	(5.542)
Security				-12.214**	-11.664**
				(5.817)	(5.754)
Server Admin and DevOps				-5.428	-5.911
				(4.157)	(4.091)
Software Packages				3.373	3.717
				(3.994)	(3.958)
Statistics and Data Analysis				-2.368	-2.909
				(4.399)	(4.351)
Theory				0.101	0.741
				(5.872)	(5.873)
Other				-9.898***	-9.341***
				(3.396)	(3.297)
Social				-4.453	-4.520
				(2.944)	(2.908)
No. of required skills				1.509	1.264
				(0.947)	(0.922)
Avg. required skill level				-0.131	-0.171
				(0.127)	(0.128)
Wage mention				0.686	0.747
				(2.899)	(3.023)
Exact wage (if provided)				0.000	-0.000
				(0.000)	(0.000)
Hybrid/Remote					4.959*
					(2.882)
No. of words					0.059**
					(0.023)
No. of gender-fair words					0.092
					(0.876)
Pseudo R^2	0.000	0.002	0.011	0.014	0.015
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.13d: Tobit regression on the number of female clicks a job ad received (complete table, part 4 of 5)

Dep. Var.: Number of female clicks	(1)	(2)	(3)	(4)	(5)
No. of agentic words					0.362
					(2.613)
No. of communal words					0.465
					(1.127)
Informal you					5.103*
					(3.057)
Constant	29.606***	25.483***	17.447	27.274	11.199
	(1.904)	(3.085)	(11.763)	(16.992)	(17.060)
Pseudo R^2	0.000	0.002	0.011	0.014	0.015
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.13e: Tobit regression on the number of female clicks a job ad received (complete table, part 5 of 5)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
Gender-Fair	-0.421	2.985	3.059	2.369	2.774
	(2.019)	(2.326)	(2.123)	(2.246)	(2.276)
IT company		8.519***	10.603	12.014	11.493
		(3.142)	(7.216)	(7.410)	(7.269)
Gender-Fair×IT company		-6.498	-5.075	-5.075	-6.521
		(4.073)	(3.749)	(3.934)	(4.256)
Company Size					
25-49			4.529	2.556	4.028
			(2.968)	(3.074)	(3.187)
50-99			9.552***	10.678***	11.086***
			(2.814)	(2.968)	(2.994)
100-249			13.064***	13.465***	12.845***
			(4.663)	(4.738)	(4.966)
250-499			12.870**	14.187**	13.022**
			(5.176)	(5.595)	(5.216)
500+			-0.047	1.144	2.341
			(2.390)	(2.665)	(3.019)
Company Industry					
Marketing, Advertising & PR			18.016	18.919	16.646
			(12.817)	(12.591)	(12.793)
Automation Technology			6.957	15.668	12.692
			(9.946)	(11.794)	(11.923)
Automotive			-3.890	-2.166	-2.623
			(7.025)	(7.114)	(6.965)
Construction & Architecture			-13.878*	-13.828*	-15.961*
			(7.809)	(8.205)	(8.719)
Consulting			5.509	6.603	4.781
			(7.380)	(7.467)	(7.438)
Education			7.508	9.507	7.223
			(8.730)	(9.109)	(9.152)
Services			3.439	7.866	4.851
			(7.041)	(7.031)	(6.922)
Retail			38.813*	37.314*	35.151*
			(20.289)	(19.725)	(19.557)
Electronics			-5.558	-1.021	-1.804
			(7.454)	(7.856)	(7.482)
Energy			-4.461	-3.585	-4.025
			(6.872)	(6.696)	(6.628)
Pseudo R^2	0.000	0.002	0.014	0.017	0.019
Observations	648	648	648	648	648

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.14a: Tobit regression on the number of applications a job ad in ID received depending on whether the advertising company was in an IT company (complete table, part 1 of 4)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
Finance			5.933	6.696	4.579
			(6.990)	(7.106)	(7.137)
Healthcare & Social Services			6.512	7.086	4.792
			(10.974)	(11.245)	(11.147)
Trade & Commerce			-4.138	0.143	-2.316
			(8.509)	(8.686)	(8.950)
Real Estate & Facility Management			-9.557	-4.057	-3.684
			(7.171)	(7.785)	(8.347)
Internet & Multimedia			22.277*	21.552*	18.458
			(12.117)	(12.128)	(12.209)
Consumer Goods & Food			2.974	4.660	4.353
			(7.061)	(8.423)	(8.422)
Mechanical & Plant Engineering			-3.876	0.698	0.740
			(7.054)	(7.117)	(7.008)
Media			2.601	0.984	-0.596
			(8.839)	(8.589)	(8.526)
Medicine			-19.476*	-17.621*	-19.768**
			(10.313)	(9.453)	(9.564)
Human Resources			-10.448	-7.728	-9.556
			(6.726)	(7.077)	(7.069)
Pharmaceuticals & Chemistry			2.591	8.628	8.393
			(7.878)	(8.456)	(8.441)
Legal & Tax Consultancy			-25.463***	-20.492**	-19.068*
			(8.635)	(8.395)	(10.663)
Sports & Tourism			7.538	9.213	7.727
			(8.653)	(9.319)	(9.797)
Telecommunications			-10.459	-9.017	-9.317
			(6.883)	(6.905)	(6.877)
Transportation & Logistics			-117.513***	-98.450***	-103.477***
			(15.426)	(13.925)	(15.052)
Insurance			7.819	6.626	7.448
			(12.425)	(11.247)	(11.616)
First Zip-Code Digit					
0			-3.436	-7.005	-6.135
			(6.271)	(6.543)	(7.020)
1			1.447	-0.639	1.717
			(5.990)	(6.171)	(6.635)
2			1.895	0.531	1.096
Pseudo R^2	0.000	0.002	0.014	0.017	0.019
Observations	648	648	648	648	648

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.14b: Tobit regression on the number of applications a job ad in ID received depending on whether the advertising company was in an IT company (complete table, part 2 of 4)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
			(6.763)	(7.174)	(7.437)
3			2.185	-2.978	-1.196
			(6.510)	(6.725)	(7.282)
4			12.714*	9.036	9.915
			(7.227)	(7.118)	(7.288)
5			4.512	2.254	4.099
			(6.542)	(6.514)	(6.965)
6			3.737	1.089	2.806
			(6.629)	(7.019)	(7.828)
7			1.329	-2.692	-0.835
			(5.706)	(5.968)	(6.414)
8			5.404	3.342	3.510
			(7.015)	(6.999)	(7.096)
9			1.583	-0.472	1.019
			(6.114)	(6.408)	(6.861)
No. of required documents				1.696**	1.613**
				(0.781)	(0.771)
Required Skills					
Accounting				-6.321	-6.480
				(6.032)	(5.612)
Communication				-5.005	-5.210
				(3.322)	(3.482)
Design				-1.897	-0.248
				(6.061)	(5.904)
Driving License				0.452	0.839
				(4.734)	(5.185)
Engineering				-2.986	-2.769
				(2.548)	(2.564)
Industry Experience				-1.502	-1.150
				(2.799)	(2.834)
Law Specialization				-12.979**	-10.019*
				(6.136)	(6.001)
Management (other)				-6.556**	-5.955*
				(3.181)	(3.079)
Personnel Management				-13.742*	-20.273**
				(7.859)	(9.434)
Programming				1.136	0.840
				(2.178)	(2.189)
Pseudo R^2	0.000	0.002	0.014	0.017	0.019
Observations	648	648	648	648	648

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.14c: Tobit regression on the number of applications a job ad in ID received depending on whether the advertising company was in an IT company (complete table, part 3 of 4)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
Project Management				0.405	0.732
				(3.293)	(3.248)
Security				-1.357	-0.393
				(3.577)	(3.644)
Server Admin and DevOps				-1.079	-0.539
				(3.151)	(3.074)
Software Packages				2.565	3.238
				(2.379)	(2.341)
Statistics and Data Analysis				-0.952	-0.794
				(6.318)	(6.076)
Theory				-4.035*	-3.935
				(2.449)	(2.405)
Other				-1.392	-1.479
				(2.110)	(2.130)
Social				-3.223	-3.206
				(2.430)	(2.412)
No. of required skills				-0.027	-0.073
				(0.294)	(0.289)
Avg. required skill level				0.079	0.075
				(0.150)	(0.144)
Wage mention				0.389	0.982
				(2.168)	(2.227)
Exact wage (if provided)				0.000	0.000
				(0.000)	(0.000)
Hybrid/Remote					0.767
					(2.657)
No. of words					-0.013
					(0.018)
No. of gender-fair words					0.952
					(1.024)
No. of agentic words					2.423
					(1.818)
No. of communal words					0.702
					(0.882)
Informal you					5.358**
					(2.224)
Constant	13.755***	9.341***	-2.181	-7.339	-12.163
	(1.408)	(1.601)	(9.286)	(15.056)	(14.778)
Pseudo R^2	0.000	0.002	0.014	0.017	0.019
Observations	648	648	648	648	648

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.14d: Tobit regression on the number of applications a job ad in ID received depending on whether the advertising company was in an IT company (complete table, part 4 of 4)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
Gender-Fair	0.125	1.812*	1.782*	1.703*	1.856*
	(0.719)	(1.009)	(0.956)	(0.967)	(0.972)
IT company		3.560***	4.278**	3.974*	3.822*
		(1.070)	(2.065)	(2.264)	(2.139)
Gender-Fair×IT company		-3.143**	-2.526*	-2.519*	-3.053**
		(1.473)	(1.365)	(1.378)	(1.463)
Company Size					
25-49			1.750	0.725	1.223
			(1.221)	(1.230)	(1.266)
50-99			2.513**	2.839**	2.891**
			(1.096)	(1.168)	(1.197)
100-249			3.742***	3.577***	3.255**
			(1.319)	(1.343)	(1.337)
250-499			2.710*	3.250**	2.734*
			(1.551)	(1.579)	(1.514)
500+			-0.218	0.086	0.684
			(0.953)	(1.046)	(1.174)
Company Industry					
Marketing, Advertising & PR			7.597	7.101	5.963
			(4.809)	(4.784)	(4.842)
Automation Technology			5.701	9.348	8.535
			(8.398)	(8.393)	(8.399)
Automotive			-0.622	-1.005	-1.125
			(2.593)	(2.690)	(2.543)
Construction & Architecture			-5.059	-3.241	-4.271
			(3.555)	(4.273)	(4.255)
Consulting			3.012	2.330	1.782
			(2.153)	(2.357)	(2.225)
Education			0.951	1.935	0.926
			(2.996)	(3.325)	(3.250)
Services			0.739	2.193	1.090
			(2.421)	(2.536)	(2.341)
Retail			8.466	8.241	7.376
			(7.786)	(7.151)	(7.042)
Electronics			-2.213	-1.618	-1.887
			(2.564)	(2.829)	(2.666)
Energy			-1.503	-1.636	-1.906
			(2.330)	(2.475)	(2.353)
Pseudo R^2	0.000	0.004	0.022	0.033	0.036
Observations	648	648	648	648	648

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.15a: Tobit regression on the number of female applications a job ad in ID received depending on whether the advertising company was in an IT company (complete table, part 1 of 4)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
Finance			2.292	1.955	1.105
			(2.212)	(2.343)	(2.265)
Healthcare & Social Services			1.646	1.776	1.025
			(4.707)	(4.749)	(4.577)
Trade & Commerce			-3.308	-1.168	-2.158
			(3.308)	(3.295)	(3.223)
Real Estate & Facility Management			-2.535	-0.736	-0.839
			(3.014)	(3.405)	(3.438)
Internet & Multimedia			5.200*	4.410	3.264
			(2.742)	(2.984)	(2.932)
Consumer Goods & Food			-1.276	-1.114	-1.211
			(2.727)	(3.211)	(3.263)
Mechanical & Plant Engineering			-1.678	-0.110	0.052
			(2.275)	(2.453)	(2.369)
Media			0.864	0.339	-0.361
			(3.147)	(3.159)	(3.076)
Medicine			-5.232	-6.844	-7.435
			(5.380)	(5.278)	(5.272)
Human Resources			-1.651	-2.117	-2.657
			(3.239)	(3.663)	(3.563)
Pharmaceuticals & Chemistry			-0.781	0.858	0.698
			(5.428)	(5.682)	(5.447)
Legal & Tax Consultancy			-39.960***	-37.103***	-35.717***
			(4.984)	(4.814)	(5.149)
Sports & Tourism			1.068	1.192	0.675
			(2.354)	(2.757)	(2.791)
Telecommunications			-4.957*	-4.597*	-4.865*
			(2.581)	(2.739)	(2.629)
Transportation & Logistics			-35.637***	-29.762***	-31.466***
			(4.694)	(4.294)	(4.422)
Insurance			2.260	1.498	1.703
			(4.721)	(4.543)	(4.739)
First Zip-Code Digit					
0			-1.556	-3.928	-3.331
			(3.595)	(4.051)	(4.093)
1			-1.333	-3.186	-2.006
			(3.536)	(4.050)	(4.068)
2			0.018	-2.237	-1.700
Pseudo R^2	0.000	0.004	0.022	0.033	0.036
Observations	648	648	648	648	648

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.15b: Tobit regression on the number of female applications a job ad in ID received depending on whether the advertising company was in an IT company (complete table, part 2 of 4)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
			(3.712)	(4.153)	(4.181)
3			-3.943	-6.898*	-5.868
			(3.702)	(4.100)	(4.157)
4			0.248	-2.181	-1.593
			(3.649)	(4.017)	(3.997)
5			-1.670	-3.331	-2.202
			(3.505)	(3.996)	(4.040)
6			-1.805	-3.545	-2.749
			(3.498)	(3.960)	(4.002)
7			-2.308	-4.469	-3.394
			(3.389)	(3.880)	(3.901)
8			0.995	-0.700	-0.329
			(3.641)	(4.038)	(4.035)
9			-2.952	-4.463	-3.617
			(3.581)	(4.042)	(4.044)
No. of required documents				0.664**	0.616**
				(0.301)	(0.296)
Required Skills					
Accounting				-5.616	-4.601
				(3.589)	(4.638)
Communication				-1.454	-1.471
				(1.292)	(1.283)
Design				2.042	2.405
				(3.262)	(3.293)
Driving License				-2.790	-2.559
				(2.779)	(2.817)
Engineering				-3.371**	-3.253**
				(1.316)	(1.309)
Industry Experience				0.795	0.934
				(1.334)	(1.367)
Law Specialization				-5.416	-3.881
				(3.391)	(3.331)
Management (other)				-2.205	-2.117
				(1.512)	(1.465)
Personnel Management				1.244	-1.369
				(2.800)	(3.453)
Programming				1.071	0.955
				(0.715)	(0.716)
Pseudo R^2	0.000	0.004	0.022	0.033	0.036
Observations	648	648	648	648	648

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.15c: Tobit regression on the number of female applications a job ad in ID received depending on whether the advertising company was in an IT company (complete table, part 3 of 4)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
Project Management				1.879	2.050
				(1.296)	(1.303)
Security				-1.359	-0.945
				(1.290)	(1.313)
Server Admin and DevOps				-2.025*	-1.781
				(1.146)	(1.124)
Software Packages				-0.221	0.147
				(0.806)	(0.786)
Statistics and Data Analysis				-0.404	-0.359
				(3.091)	(2.972)
Theory				-1.048	-1.131
				(1.036)	(1.024)
Other				-0.780	-0.801
				(0.773)	(0.781)
Social				-1.754	-1.729
				(1.132)	(1.125)
No. of required skills				-0.055	-0.097
				(0.128)	(0.134)
Avg. required skill level				0.011	0.008
				(0.041)	(0.039)
Wage mention				-0.360	-0.172
				(0.706)	(0.707)
Exact wage (if provided)				0.000	0.000
				(0.000)	(0.000)
Hybrid/Remote					0.101
					(0.885)
No. of words					-0.000
					(0.006)
No. of gender-fair words					0.344
					(0.306)
No. of agentic words					0.661
					(0.562)
No. of communal words					0.206
					(0.273)
Informal you					2.332**
					(0.902)
Constant	0.579	-1.290*	-2.052	-0.467	-3.250
	(0.448)	(0.713)	(4.042)	(6.008)	(6.008)
Pseudo R^2	0.000	0.004	0.022	0.033	0.036
Observations	648	648	648	648	648

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.15d: Tobit regression on the number of female applications a job ad in ID received depending on whether the advertising company was in an IT company (complete table, part 4 of 4)

A.1.3 Further Regressions and Robustness Checks

Pooled analysis: Across the two treatments, the number of applications per job ad is 13.731. A closer inspection reveals a slightly higher number of applications per job ad in the Baseline (13.964) compared to the Gender-Fair treatment (13.469). However, a MWU test ($p = 0.606$) and a t-test ($p = 0.647$) suggest this difference is not statistically significant.

A similar picture emerges when considering the number of female applications per job ad. Pooling both treatments, we, on average, observed 5.074 female applications per job ad. There was a nominal increase in the Gender-Fair treatment, with 5.125 female applications per job ad, compared to 5.029 in the Baseline, yet an MWU test ($p = 0.694$) and a t-test ($p = 0.846$) indicate that this difference is not statistically significant.

Female ratio: We preregistered an analysis of the female applicant ratio and report the overall result in the main text. For completeness, we present the corresponding regression specifications here (Tables A.16a-A.16e). As discussed in the paper, the treatment led to a nominal increase in male applications as well. As a consequence, the ratio of female to total applications partly obscures the substantive and positive effect of the treatment on the absolute number of female applicants.

In the preregistration, we described the primary test as a Pearson χ^2 test and conducted the associated power calculation in G*Power. This description was imprecise given the structure of our outcome variable. The female applicant ratio is constructed from observed counts,

$$y_i = \frac{k_i}{n_i},$$

where k_i denotes the number of female applications out of n_i total applications for job ad i, with n_i observed and potentially varying across ads. For such data, the appropriate sampling model is binomial, $k_i \sim \text{Binomial}(n_i, p_i)$.

Conceptually, a Pearson χ^2 test in a contingency-table framework evaluates whether success probabilities differ across groups. A generalized linear model with binomial family and logit link provides the likelihood-based analogue of this test while properly accounting for heterogeneous denominators and the bounded nature of the outcome. We therefore implement the preregistered

group comparison using a binomial GLM of the form

$$\text{logit}(p_i) = \alpha + \beta\,\text{Treat}_i + \sum_{c=2}^{3} \gamma_c \mathbb{1}\{C_i = c\} + \sum_{c=2}^{3} \delta_c \big(\text{Treat}_i \times \mathbb{1}\{C_i = c\}\big),$$

where C_i indexes the three job categories and Treat_i denotes the treatment indicator. The null hypothesis corresponding to the preregistered Pearson χ^2 test–that female application shares do not differ by treatment or by treatment–category interactions–is implemented via standard Wald or likelihood-ratio tests on β and the interaction coefficients δ_c.

The results are qualitatively in line with the count models. The coefficient on Gender-Fair (BM) is positive in all specifications, but statistically significant only in one intermediate specification and not in the full model. The interaction effects (Gender-Fair×ID and Gender-Fair×MS) are generally closer to zero and statistically insignificant, indicating no robust differential treatment effects across job categories.

Model Specification and Overdispersion of Count Data: In addition to the analyses reported in the main text, we estimated a series of alternative models to assess the robustness of our findings. Our primary specifications relied on Tobit models, which provide a unified framework for outcomes of different types: the number of applications and clicks constitute non-negative count variables, whereas the female ratio is bounded between zero and one and thus not well suited to standard count models. For the count outcomes, we also considered Poisson regressions; however, tests for overdispersion indicated that the Poisson model was inappropriate for both the number of applications and the number of clicks. As a further robustness check, we therefore estimated Negative Binomial models for these outcomes. The corresponding results, reported below, are broadly consistent with the estimates from our preregistered Tobit specifications and do not alter the substantive conclusions of our main analysis.

Dep. Var.: Female share	(1)	(2)	(3)	(4)	(5)
Gender-Fair	0.088	0.190	0.233**	0.168	0.153
	(0.081)	(0.127)	(0.113)	(0.106)	(0.105)
ID		-1.170***	-1.121***	-0.979***	-0.970***
		(0.115)	(0.115)	(0.129)	(0.130)
MS		-0.029	0.013	0.005	0.017
		(0.115)	(0.112)	(0.111)	(0.108)
Gender-Fair×ID		-0.180	-0.197	-0.089	-0.090
		(0.166)	(0.149)	(0.148)	(0.147)
Gender-Fair×MS		-0.246	-0.338**	-0.193	-0.186
		(0.163)	(0.154)	(0.148)	(0.146)
Company Size					
25-49			-0.134	-0.198*	-0.208*
			(0.115)	(0.104)	(0.108)
50-99			-0.010	-0.069	-0.074
			(0.093)	(0.087)	(0.087)
100-249			0.093	0.067	0.073
			(0.110)	(0.111)	(0.112)
250-499			0.028	-0.020	-0.015
			(0.093)	(0.091)	(0.091)
500+			-0.208*	-0.231**	-0.216**
			(0.108)	(0.098)	(0.103)
Company Industry					
Marketing, Advertising & PR			0.232	0.238	0.214
			(0.247)	(0.213)	(0.213)
Automation Technology			0.808*	0.770**	0.746*
			(0.466)	(0.387)	(0.402)
Automotive			-0.055	0.032	0.005
			(0.285)	(0.255)	(0.257)
Construction & Architecture			-0.566*	-0.453	-0.405
			(0.336)	(0.277)	(0.274)
Consulting			-0.238	-0.186	-0.211
			(0.263)	(0.209)	(0.216)
Education			-0.182	-0.033	0.027
			(0.258)	(0.208)	(0.216)
Services			-0.128	-0.172	-0.161
			(0.244)	(0.194)	(0.200)
Retail			0.166	0.369	0.354
			(0.290)	(0.244)	(0.251)
Pseudo-R^2	0.001	0.182	0.221	0.271	0.275
Observations	1725	1725	1725	1725	1725

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.16a: Binomial logit (GLM) regressions on the share of female applications (complete table, part 1 of 5)

Dep. Var.: Female share	(1)	(2)	(3)	(4)	(5)
Electronics			-0.336	-0.338	-0.307
			(0.383)	(0.224)	(0.230)
Energy			-0.114	-0.074	-0.090
			(0.289)	(0.234)	(0.243)
Events & Exhibitions			0.793**	0.588**	0.543**
			(0.311)	(0.257)	(0.257)
Finance			-0.362	-0.262	-0.254
			(0.262)	(0.206)	(0.209)
Healthcare & Social Services			0.135	0.122	0.149
			(0.316)	(0.249)	(0.249)
Trade & Commerce			-0.287	-0.194	-0.210
			(0.256)	(0.208)	(0.216)
IT			-0.093	-0.123	-0.101
			(0.223)	(0.171)	(0.178)
Real Estate & Facility Management			-0.074	-0.136	-0.114
			(0.355)	(0.260)	(0.267)
Internet & Multimedia			-0.173	-0.114	-0.113
			(0.242)	(0.187)	(0.193)
Consumer Goods & Food			-0.008	0.149	0.138
			(0.278)	(0.209)	(0.213)
Mechanical & Plant Engineering			-0.690**	-0.493**	-0.516**
			(0.286)	(0.237)	(0.243)
Media			-0.041	-0.009	-0.059
			(0.357)	(0.332)	(0.343)
Medicine			-0.005	0.227	0.202
			(0.261)	(0.218)	(0.230)
Human Resources			0.412	0.151	0.234
			(0.257)	(0.258)	(0.283)
Pharmaceuticals & Chemistry			0.301	0.277	0.271
			(0.262)	(0.229)	(0.234)
Legal & Tax Consultancy			0.528	0.405	0.453
			(0.442)	(0.412)	(0.397)
Sports & Tourism			-0.209	-0.232	-0.298
			(0.342)	(0.319)	(0.315)
Telecommunications			-0.020	0.024	0.053
			(0.353)	(0.253)	(0.259)
Transportation & Logistics			-0.385	-0.196	-0.182
			(0.300)	(0.256)	(0.261)
Pseudo-R^2	0.001	0.182	0.221	0.271	0.275
Observations	1725	1725	1725	1725	1725

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.16b: Binomial logit (GLM) regressions on the share of female applications (complete table, part 2 of 5)

Dep. Var.: Female share	(1)	(2)	(3)	(4)	(5)
Insurance			-0.115	-0.158	-0.172
			(0.276)	(0.232)	(0.230)
First Zip-Code Digit					
0			-0.218	-0.383	-0.364
			(0.347)	(0.352)	(0.361)
1			-0.154	-0.418	-0.415
			(0.302)	(0.322)	(0.329)
2			-0.083	-0.498	-0.498
			(0.312)	(0.321)	(0.329)
3			-0.501	-0.721**	-0.735**
			(0.313)	(0.330)	(0.337)
4			-0.384	-0.658**	-0.675**
			(0.304)	(0.316)	(0.325)
5			-0.194	-0.421	-0.343
			(0.316)	(0.326)	(0.336)
6			-0.394	-0.658**	-0.682**
			(0.303)	(0.315)	(0.323)
7			-0.305	-0.539*	-0.528
			(0.297)	(0.313)	(0.321)
8			-0.246	-0.494	-0.491
			(0.301)	(0.317)	(0.326)
9			-0.559*	-0.792**	-0.782**
			(0.320)	(0.335)	(0.343)
No. of required documents				0.012	0.003
				(0.020)	(0.020)
Required Skills					
Accounting				0.364***	0.367***
				(0.120)	(0.122)
Communication				0.252***	0.242***
				(0.073)	(0.073)
Design				0.373**	0.384**
				(0.178)	(0.176)
Driving License				-0.779***	-0.779***
				(0.211)	(0.208)
Engineering				-0.318*	-0.334*
				(0.178)	(0.175)
Industry Experience				-0.347***	-0.337***
				(0.071)	(0.071)
Pseudo-R^2	0.001	0.182	0.221	0.271	0.275
Observations	1725	1725	1725	1725	1725

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.16c: Binomial logit (GLM) regressions on the share of female applications (complete table, part 3 of 5)

Dep. Var.: Female share	(1)	(2)	(3)	(4)	(5)
Law Specialization				-0.240	-0.224
				(0.154)	(0.157)
Management (other)				-0.020	-0.031
				(0.125)	(0.126)
Personnel Management				0.818***	0.832***
				(0.156)	(0.159)
Programming				-0.184*	-0.170*
				(0.099)	(0.097)
Project Management				0.096	0.110
				(0.106)	(0.105)
Security				-0.708***	-0.727***
				(0.169)	(0.166)
Server Admin and DevOps				-0.543***	-0.536***
				(0.155)	(0.157)
Software Packages				-0.013	-0.023
				(0.075)	(0.074)
Statistics and Data Analysis				0.042	0.058
				(0.164)	(0.165)
Theory				-0.251**	-0.239**
				(0.102)	(0.106)
Other				0.038	0.053
				(0.064)	(0.065)
Social				-0.087	-0.078
				(0.077)	(0.074)
No. of required skills				-0.027*	-0.030*
				(0.016)	(0.016)
Avg. required skill level				-0.008***	-0.007***
				(0.002)	(0.002)
Wage mention				-0.055	-0.050
				(0.063)	(0.063)
Exact wage (if provided)				0.000	0.000
				(0.000)	(0.000)
Hybrid/Remote					-0.077
					(0.070)
No. of words					0.000
					(0.000)
No. of gender-fair words					-0.011
					(0.017)
Pseudo-R^2	0.001	0.182	0.221	0.271	0.275
Observations	1725	1725	1725	1725	1725

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.16d: Binomial logit (GLM) regressions on the share of female applications (complete table, part 4 of 5)

Dep. Var.: Female share	(1)	(2)	(3)	(4)	(5)
No. of agentic words					-0.049
					(0.044)
No. of communal words					-0.033*
					(0.019)
Informal you					0.162*
					(0.089)
Constant	-0.575***	-0.168*	0.194	1.199***	1.104**
	(0.055)	(0.094)	(0.370)	(0.417)	(0.440)
Pseudo-R^2	0.001	0.182	0.221	0.271	0.275
Observations	1725	1725	1725	1725	1725

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.16e: Binomial logit (GLM) regressions on the share of female applications (complete table, part 5 of 5)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
Gender-Fair	-0.036	0.181	0.201*	0.155	0.157
	(0.078)	(0.143)	(0.108)	(0.104)	(0.104)
ID		0.349**	0.250**	0.128	0.146
		(0.142)	(0.112)	(0.131)	(0.131)
MS		0.441***	0.292**	0.127	0.129
		(0.138)	(0.121)	(0.122)	(0.122)
Gender-Fair×ID		-0.226	-0.230	-0.245*	-0.255*
		(0.192)	(0.150)	(0.149)	(0.152)
Gender-Fair×MS		-0.420**	-0.365**	-0.267*	-0.285*
		(0.196)	(0.160)	(0.155)	(0.154)
Company Size					
25-49			-0.172	-0.171	-0.131
			(0.121)	(0.120)	(0.118)
50-99			-0.106	-0.105	-0.073
			(0.106)	(0.102)	(0.102)
100-249			0.022	0.088	0.114
			(0.127)	(0.131)	(0.132)
250-499			-0.001	0.037	0.058
			(0.117)	(0.119)	(0.116)
500+			-0.201*	-0.147	-0.057
			(0.113)	(0.114)	(0.113)
Company Industry					
Marketing, Advertising & PR			0.483*	0.416*	0.356
			(0.255)	(0.245)	(0.241)
Automation Technology			-0.257	-0.036	-0.224
			(0.324)	(0.337)	(0.334)
Automotive			-0.432*	-0.360	-0.445**
			(0.235)	(0.220)	(0.219)
Construction & Architecture			-0.378	-0.291	-0.190
			(0.276)	(0.269)	(0.282)
Consulting			0.270	0.282	0.228
			(0.246)	(0.238)	(0.236)
Education			0.648**	0.727**	0.612**
			(0.296)	(0.288)	(0.280)
Services			0.149	0.133	0.050
			(0.264)	(0.242)	(0.241)
Retail			0.010	0.067	-0.072
			(0.488)	(0.491)	(0.492)
Pseudo R^2	0.000	0.002	0.017	0.022	0.025
Observations	1879	1879	1879	1879	1879

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.17a: Negative binomial regressions on the number of applications (complete table, part 1 of 5)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
Electronics			-0.045	-0.147	-0.105
			(0.315)	(0.291)	(0.285)
Energy			-0.367	-0.260	-0.344
			(0.258)	(0.247)	(0.242)
Events & Exhibitions			0.148	0.122	0.118
			(0.320)	(0.303)	(0.312)
Finance			-0.051	-0.001	-0.117
			(0.234)	(0.220)	(0.224)
Healthcare & Social Services			0.050	-0.014	-0.068
			(0.282)	(0.248)	(0.246)
Trade & Commerce			0.011	0.058	-0.013
			(0.244)	(0.234)	(0.229)
IT			0.345	0.302	0.263
			(0.217)	(0.201)	(0.200)
Real Estate & Facility Management			-0.217	-0.168	-0.111
			(0.282)	(0.248)	(0.246)
Internet & Multimedia			0.620**	0.556**	0.425*
			(0.248)	(0.236)	(0.239)
Consumer Goods & Food			0.331	0.277	0.215
			(0.309)	(0.289)	(0.279)
Mechanical & Plant Engineering			-0.475**	-0.258	-0.248
			(0.232)	(0.228)	(0.229)
Media			-0.289	-0.421	-0.517
			(0.366)	(0.345)	(0.356)
Medicine			-0.537	-0.536*	-0.631*
			(0.333)	(0.320)	(0.327)
Human Resources			0.495	0.526	0.294
			(0.551)	(0.566)	(0.522)
Pharmaceuticals & Chemistry			-0.124	-0.106	-0.131
			(0.455)	(0.411)	(0.379)
Legal & Tax Consultancy			-0.700**	-0.593*	-0.417
			(0.323)	(0.313)	(0.316)
Sports & Tourism			0.888**	1.075***	0.927**
			(0.411)	(0.400)	(0.382)
Telecommunications			-0.552*	-0.514*	-0.515*
			(0.291)	(0.278)	(0.276)
Transportation & Logistics			-0.276	-0.256	-0.245
			(0.304)	(0.285)	(0.274)
Pseudo R^2	0.000	0.002	0.017	0.022	0.025
Observations	1879	1879	1879	1879	1879

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.17b: Negative binomial regressions on the number of applications (complete table, part 2 of 5)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
Insurance			-0.190	-0.056	-0.118
			(0.307)	(0.301)	(0.326)
First Zip-Code Digit					
0			0.126	0.086	0.095
			(0.281)	(0.295)	(0.286)
1			0.378	0.348	0.311
			(0.252)	(0.269)	(0.254)
2			0.424	0.387	0.344
			(0.272)	(0.281)	(0.268)
3			0.094	0.104	0.075
			(0.266)	(0.274)	(0.265)
4			0.411	0.379	0.307
			(0.258)	(0.271)	(0.258)
5			0.707**	0.652**	0.700**
			(0.302)	(0.296)	(0.286)
6			0.378	0.350	0.291
			(0.261)	(0.278)	(0.263)
7			0.225	0.201	0.233
			(0.244)	(0.259)	(0.246)
8			0.388	0.420	0.360
			(0.251)	(0.268)	(0.253)
9			-0.112	-0.042	-0.008
			(0.271)	(0.286)	(0.273)
No. of required documents				0.079***	0.071***
				(0.025)	(0.024)
Required Skills					
Accounting				-0.211	-0.156
				(0.135)	(0.135)
Communication				0.102	0.115
				(0.085)	(0.086)
Design				0.324*	0.250
				(0.181)	(0.174)
Driving License				0.022	0.101
				(0.202)	(0.220)
Engineering				-0.408***	-0.414***
				(0.140)	(0.136)
Industry Experience				0.026	0.019
				(0.078)	(0.078)
Pseudo R^2	0.000	0.002	0.017	0.022	0.025
Observations	1879	1879	1879	1879	1879

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.17c: Negative binomial regressions on the number of applications (complete table, part 3 of 5)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
Law Specialization				-0.253	-0.313**
				(0.159)	(0.152)
Management (other)				-0.119	-0.144
				(0.128)	(0.123)
Personnel Management				0.171	0.141
				(0.185)	(0.179)
Programming				0.111	0.070
				(0.110)	(0.115)
Project Management				0.011	0.012
				(0.103)	(0.103)
Security				-0.083	-0.030
				(0.204)	(0.213)
Server Admin and DevOps				-0.034	-0.025
				(0.170)	(0.169)
Software Packages				0.065	0.086
				(0.093)	(0.093)
Statistics and Data Analysis				-0.253*	-0.227
				(0.144)	(0.145)
Theory				-0.074	-0.068
				(0.120)	(0.129)
Other				-0.192**	-0.174**
				(0.076)	(0.074)
Social				-0.067	-0.067
				(0.076)	(0.076)
No. of required skills				0.053**	0.049*
				(0.025)	(0.025)
Avg. required skill level				-0.001	-0.002
				(0.003)	(0.003)
Wage mention				-0.177***	-0.128*
				(0.067)	(0.067)
Exact wage (if provided)				-0.000	-0.000
				(0.000)	(0.000)
Hybrid/Remote					0.028
					(0.074)
No. of words					0.000
					(0.000)
No. of gender-fair words					0.022
					(0.021)
Pseudo R^2	0.000	0.002	0.017	0.022	0.025
Observations	1879	1879	1879	1879	1879

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.17d: Negative binomial regressions on the number of applications (complete table, part 4 of 5)

Dep. Var.: Number of applications	(1)	(2)	(3)	(4)	(5)
No. of agentic words					0.080
					(0.050)
No. of communal words					-0.006
					(0.024)
Informal you					0.382***
					(0.085)
Constant	2.647***	2.381***	2.019***	1.976***	1.692***
	(0.057)	(0.104)	(0.319)	(0.414)	(0.409)
lnalpha	0.403***	0.392***	0.290***	0.253***	0.235***
	(0.036)	(0.037)	(0.034)	(0.036)	(0.036)
Pseudo R^2	0.000	0.002	0.017	0.022	0.025
Observations	1879	1879	1879	1879	1879

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.17e: Negative binomial regressions on the number of applications (complete table, part 5 of 5)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
Gender-Fair	0.019	0.281	0.306**	0.235*	0.233*
	(0.098)	(0.178)	(0.129)	(0.122)	(0.123)
ID		-0.441**	-0.507***	-0.548***	-0.524***
		(0.172)	(0.137)	(0.159)	(0.159)
MS		0.429***	0.315**	0.127	0.125
		(0.159)	(0.134)	(0.138)	(0.139)
Gender-Fair×ID		-0.316	-0.310*	-0.336*	-0.357**
		(0.238)	(0.186)	(0.176)	(0.175)
Gender-Fair×MS		-0.556**	-0.527***	-0.369**	-0.386**
		(0.229)	(0.184)	(0.175)	(0.175)
Company Size					
25-49			-0.247*	-0.327**	-0.300**
			(0.140)	(0.136)	(0.132)
50-99			-0.125	-0.166	-0.157
			(0.120)	(0.113)	(0.112)
100-249			0.011	0.089	0.100
			(0.144)	(0.151)	(0.152)
250-499			-0.006	0.006	0.018
			(0.135)	(0.133)	(0.130)
500+			-0.280**	-0.246*	-0.145
			(0.129)	(0.128)	(0.127)
Company Industry					
Marketing, Advertising & PR			0.669**	0.566**	0.505*
			(0.287)	(0.273)	(0.267)
Automation Technology			0.247	0.407	0.227
			(0.501)	(0.475)	(0.482)
Automotive			-0.447	-0.300	-0.388
			(0.285)	(0.261)	(0.258)
Construction & Architecture			-0.703**	-0.594**	-0.440
			(0.320)	(0.293)	(0.314)
Consulting			0.228	0.242	0.201
			(0.271)	(0.241)	(0.239)
Education			0.567*	0.763***	0.642**
			(0.313)	(0.294)	(0.291)
Services			0.115	0.091	0.019
			(0.288)	(0.253)	(0.249)
Retail			0.019	0.176	0.004
			(0.591)	(0.545)	(0.553)
Pseudo R^2	0.000	0.009	0.029	0.041	0.044
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.18a: Negative binomial regressions on the number of female applications (complete table, part 1 of 5)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
Electronics			-0.314	-0.504	-0.429
			(0.418)	(0.333)	(0.326)
Energy			-0.385	-0.311	-0.389
			(0.298)	(0.267)	(0.260)
Events & Exhibitions			0.557	0.395	0.373
			(0.381)	(0.347)	(0.349)
Finance			-0.162	-0.036	-0.158
			(0.258)	(0.228)	(0.233)
Healthcare & Social Services			0.187	0.058	0.006
			(0.347)	(0.266)	(0.263)
Trade & Commerce			-0.140	-0.082	-0.141
			(0.269)	(0.243)	(0.237)
IT			0.346	0.281	0.261
			(0.239)	(0.207)	(0.208)
Real Estate & Facility Management			-0.182	-0.240	-0.178
			(0.378)	(0.283)	(0.276)
Internet & Multimedia			0.557**	0.563**	0.412*
			(0.264)	(0.245)	(0.248)
Consumer Goods & Food			0.290	0.230	0.152
			(0.337)	(0.297)	(0.286)
Mechanical & Plant Engineering			-0.825***	-0.595**	-0.575**
			(0.265)	(0.238)	(0.243)
Media			-0.385	-0.582	-0.691
			(0.458)	(0.411)	(0.432)
Medicine			-0.528	-0.381	-0.475
			(0.357)	(0.345)	(0.347)
Human Resources			0.704	0.576	0.381
			(0.563)	(0.593)	(0.565)
Pharmaceuticals & Chemistry			0.044	0.085	0.098
			(0.514)	(0.465)	(0.438)
Legal & Tax Consultancy			-0.416	-0.440	-0.226
			(0.388)	(0.346)	(0.331)
Sports & Tourism			0.740	0.957**	0.731*
			(0.484)	(0.464)	(0.439)
Telecommunications			-0.478	-0.472	-0.472
			(0.377)	(0.331)	(0.324)
Transportation & Logistics			-0.484	-0.407	-0.378
			(0.333)	(0.305)	(0.295)
Pseudo R^2	0.000	0.009	0.029	0.041	0.044
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.18b: Negative binomial regressions on the number of female applications (complete table, part 2 of 5)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
Insurance			-0.197	-0.133	-0.192
			(0.350)	(0.323)	(0.353)
First Zip-Code Digit					
0			0.017	-0.281	-0.164
			(0.422)	(0.458)	(0.433)
1			0.318	0.072	0.119
			(0.391)	(0.446)	(0.416)
2			0.399	0.049	0.070
			(0.413)	(0.456)	(0.428)
3			-0.246	-0.424	-0.375
			(0.406)	(0.450)	(0.424)
4			0.190	-0.091	-0.089
			(0.398)	(0.444)	(0.416)
5			0.595	0.293	0.478
			(0.440)	(0.461)	(0.441)
6			0.141	-0.112	-0.105
			(0.395)	(0.444)	(0.415)
7			0.044	-0.202	-0.089
			(0.385)	(0.437)	(0.410)
8			0.292	0.108	0.118
			(0.393)	(0.442)	(0.413)
9			-0.460	-0.573	-0.445
			(0.418)	(0.464)	(0.438)
No. of required documents				0.087***	0.077***
				(0.028)	(0.028)
Required Skills					
Accounting				0.064	0.134
				(0.145)	(0.143)
Communication				0.247**	0.269***
				(0.098)	(0.100)
Design				0.612***	0.514**
				(0.227)	(0.218)
Driving License				-0.411*	-0.392*
				(0.223)	(0.213)
Engineering				-0.761***	-0.778***
				(0.222)	(0.213)
Industry Experience				-0.136	-0.126
				(0.089)	(0.090)
Pseudo R^2	0.000	0.009	0.029	0.041	0.044
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.18c: Negative binomial regressions on the number of female applications (complete table, part 3 of 5)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
Law Specialization				-0.511***	-0.584***
				(0.169)	(0.161)
Management (other)				-0.148	-0.183
				(0.142)	(0.135)
Personnel Management				0.607***	0.556***
				(0.202)	(0.194)
Programming				0.092	0.064
				(0.125)	(0.125)
Project Management				0.075	0.079
				(0.123)	(0.122)
Security				-0.634***	-0.561**
				(0.228)	(0.228)
Server Admin and DevOps				-0.485**	-0.439**
				(0.212)	(0.202)
Software Packages				0.061	0.081
				(0.105)	(0.105)
Statistics and Data Analysis				-0.266	-0.208
				(0.196)	(0.194)
Theory				-0.315**	-0.302*
				(0.146)	(0.161)
Other				-0.164*	-0.133
				(0.086)	(0.084)
Social				-0.115	-0.108
				(0.094)	(0.093)
No. of required skills				0.042	0.034
				(0.027)	(0.026)
Avg. required skill level				-0.006	-0.006*
				(0.004)	(0.003)
Wage mention				-0.214***	-0.168**
				(0.076)	(0.076)
Exact wage (if provided)				-0.000	-0.000
				(0.000)	(0.000)
Hybrid/Remote					-0.022
					(0.086)
No. of words					0.000
					(0.001)
No. of gender-fair words					0.031
					(0.025)
Pseudo R^2	0.000	0.009	0.029	0.041	0.044
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.18d: Negative binomial regressions on the number of female applications (complete table, part 4 of 5)

Dep. Var.: Number of female applications	(1)	(2)	(3)	(4)	(5)
No. of agentic words					0.054
					(0.054)
No. of communal words					-0.011
					(0.026)
Informal you					0.483***
					(0.099)
Constant	1.615***	1.590***	1.386***	1.963***	1.485***
	(0.066)	(0.131)	(0.447)	(0.574)	(0.553)
lnalpha	0.817***	0.761***	0.630***	0.553***	0.530***
	(0.045)	(0.046)	(0.043)	(0.044)	(0.045)
Pseudo R^2	0.000	0.009	0.029	0.041	0.044
Observations	1898	1898	1898	1898	1898

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.18e: Negative binomial regressions on the number of female applications (complete table, part 5 of 5)

Application Quality: As mentioned in the paper, we investigate if our treatment, while increasing the number of clicks and applications to Business & Management jobs, has any meaningful effect on the quality of applications. The platform's application score is only defined for job ads that received at least one application, as it represents the mean score across submitted applications. Consequently, the analysis is restricted to the 1,689 ads with non-zero application counts. Considering Tables A.19a through A.19e, across all specifications, the estimated treatment coefficients are very small–always below one percentage point in magnitude–and statistically insignificant. These results indicate that the treatment did not meaningfully affect the quality of applications as measured by the platform's scoring algorithm.

Dep. Var.: Quality of Application	(1)	(2)	(3)	(4)	(5)
Gender-Fair	0.170	-0.330	-0.330	-0.294	-0.328
	(0.290)	(0.462)	(0.462)	(0.432)	(0.432)
ID		-5.347***	-5.347***	-4.666***	-4.736***
		(0.488)	(0.488)	(0.518)	(0.521)
MS		0.413	0.413	0.175	0.145
		(0.476)	(0.476)	(0.480)	(0.480)
Gender-Fair×ID		0.760	0.760	0.805	0.830
		(0.649)	(0.649)	(0.617)	(0.614)
Gender-Fair×MS		0.429	0.429	0.389	0.424
		(0.660)	(0.660)	(0.613)	(0.612)
Company Size					
25-49		-0.112	-0.112	-0.553	-0.571
		(0.525)	(0.525)	(0.484)	(0.492)
50-99		0.107	0.107	-0.130	-0.056
		(0.420)	(0.420)	(0.397)	(0.407)
100-249		1.321***	1.321***	0.882*	0.958**
		(0.493)	(0.493)	(0.463)	(0.467)
250-499		0.204	0.204	0.059	0.134
		(0.462)	(0.462)	(0.430)	(0.429)
500+		0.228	0.228	0.104	0.214
		(0.473)	(0.473)	(0.445)	(0.453)
Company Industry					
Marketing, Advertising & PR		-1.588*	-1.588*	-1.329	-1.286
		(0.953)	(0.953)	(0.884)	(0.883)
Automation Technology		1.882	1.882	1.508	1.288
		(2.180)	(2.180)	(2.013)	(2.022)
Automotive		-0.108	-0.108	-0.151	-0.117
		(1.163)	(1.163)	(1.136)	(1.139)
Construction & Architecture		-2.345*	-2.345*	-1.057	-1.275
		(1.298)	(1.298)	(1.236)	(1.243)
Consulting		-1.056	-1.056	-0.945	-0.969
		(0.996)	(0.996)	(0.943)	(0.948)
Education		0.339	0.339	0.225	0.372
		(1.061)	(1.061)	(1.102)	(1.096)
Services		0.551	0.551	0.372	0.426
		(0.968)	(0.968)	(0.921)	(0.923)
Retail		-2.255*	-2.255*	-1.216	-1.356
		(1.258)	(1.258)	(1.234)	(1.234)
R^2	0.000	0.182	0.182	0.309	0.312
Observations	1689	1689	1689	1689	1689

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.19a: OLS regressions on the application quality score (complete table, part 1 of 5)

Dep. Var.: Quality of Application	(1)	(2)	(3)	(4)	(5)
Electronics		0.203	0.203	-0.301	-0.436
		(1.232)	(1.232)	(1.111)	(1.111)
Energy		0.322	0.322	0.594	0.646
		(1.011)	(1.011)	(0.987)	(0.980)
Events & Exhibitions		0.063	0.063	0.323	0.329
		(1.510)	(1.510)	(1.513)	(1.575)
Finance		-0.091	-0.091	-0.182	-0.193
		(0.990)	(0.990)	(0.944)	(0.943)
Healthcare & Social Services		0.289	0.289	0.419	0.371
		(1.107)	(1.107)	(1.031)	(1.030)
Trade & Commerce		-0.104	-0.104	-0.046	-0.167
		(0.957)	(0.957)	(0.947)	(0.938)
IT		0.797	0.797	0.630	0.585
		(0.806)	(0.806)	(0.783)	(0.781)
Real Estate & Facility Management		1.003	1.003	1.593	1.510
		(1.132)	(1.132)	(1.086)	(1.072)
Internet & Multimedia		-0.749	-0.749	-0.969	-0.864
		(0.964)	(0.964)	(0.895)	(0.909)
Consumer Goods & Food		-1.211	-1.211	-0.879	-0.923
		(1.019)	(1.019)	(0.954)	(0.956)
Mechanical & Plant Engineering		-0.555	-0.555	-0.171	-0.289
		(1.000)	(1.000)	(0.999)	(0.996)
Media		2.192	2.192	1.540	1.538
		(1.475)	(1.475)	(1.398)	(1.436)
Medicine		0.583	0.583	0.536	0.684
		(1.814)	(1.814)	(1.729)	(1.746)
Human Resources		0.536	0.536	-0.981	-1.000
		(1.585)	(1.585)	(1.590)	(1.584)
Pharmaceuticals & Chemistry		0.476	0.476	0.504	0.521
		(1.792)	(1.792)	(1.721)	(1.722)
Legal & Tax Consultancy		-0.425	-0.425	-0.466	-0.541
		(1.552)	(1.552)	(1.554)	(1.616)
Sports & Tourism		-1.349	-1.349	-1.645	-1.496
		(1.442)	(1.442)	(1.431)	(1.442)
Telecommunications		-0.064	-0.064	0.218	0.164
		(1.173)	(1.173)	(1.052)	(1.043)
Transportation & Logistics		0.929	0.929	0.978	0.933
		(1.357)	(1.357)	(1.319)	(1.324)
R^2	0.000	0.182	0.182	0.309	0.312
Observations	1689	1689	1689	1689	1689

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.19b: OLS regressions on the application quality score (complete table, part 2 of 5)

Dep. Var.: Quality of Application	(1)	(2)	(3)	(4)	(5)
Insurance		-0.280	-0.280	0.134	0.037
		(1.545)	(1.545)	(1.453)	(1.442)
First Zip-Code Digit					
0		-1.075	-1.075	-1.369	-1.461
		(1.776)	(1.776)	(1.679)	(1.644)
1		-1.235	-1.235	-1.178	-1.265
		(1.699)	(1.699)	(1.601)	(1.563)
2		-0.360	-0.360	-0.824	-0.874
		(1.746)	(1.746)	(1.636)	(1.596)
3		-0.792	-0.792	-1.043	-1.148
		(1.793)	(1.793)	(1.710)	(1.671)
4		-0.540	-0.540	-0.492	-0.554
		(1.720)	(1.720)	(1.616)	(1.577)
5		-1.231	-1.231	-1.373	-1.501
		(1.743)	(1.743)	(1.644)	(1.607)
6		-1.402	-1.402	-1.352	-1.413
		(1.705)	(1.705)	(1.604)	(1.564)
7		0.082	0.082	-0.088	-0.210
		(1.686)	(1.686)	(1.590)	(1.553)
8		-0.543	-0.543	-0.724	-0.808
		(1.697)	(1.697)	(1.608)	(1.570)
9		-0.257	-0.257	-0.376	-0.509
		(1.831)	(1.831)	(1.731)	(1.695)
No. of required documents				0.234**	0.255**
				(0.098)	(0.099)
Required Skills					
Accounting				-0.963*	-0.994*
				(0.568)	(0.571)
Communication				0.788**	0.750**
				(0.333)	(0.331)
Design				-1.608*	-1.469*
				(0.840)	(0.828)
Driving License				0.878	0.747
				(0.906)	(0.913)
Engineering				0.583	0.631
				(0.643)	(0.643)
Industry Experience				0.809***	0.801***
				(0.298)	(0.298)
R^2	0.000	0.182	0.182	0.309	0.312
Observations	1689	1689	1689	1689	1689

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.19c: OLS regressions on the application quality score (complete table, part 3 of 5)

Dep. Var.: Quality of Application	(1)	(2)	(3)	(4)	(5)
Law Specialization				-1.179*	-1.124
				(0.685)	(0.685)
Management (other)				-0.657	-0.625
				(0.524)	(0.529)
Personnel Management				1.277*	1.357**
				(0.653)	(0.660)
Programming				-0.880**	-0.834*
				(0.427)	(0.431)
Project Management				-0.014	-0.001
				(0.395)	(0.398)
Security				-0.768	-0.731
				(0.902)	(0.896)
Server Admin and DevOps				-0.834	-0.805
				(0.795)	(0.794)
Software Packages				-1.224***	-1.204***
				(0.378)	(0.378)
Statistics and Data Analysis				-0.901	-0.944
				(0.718)	(0.722)
Theory				-1.414***	-1.435***
				(0.533)	(0.537)
Other				0.800***	0.777***
				(0.295)	(0.294)
Social				0.883***	0.863***
				(0.299)	(0.299)
No. of required skills				-0.231***	-0.225***
				(0.063)	(0.062)
Avg. required skill level				-0.147***	-0.147***
				(0.011)	(0.011)
Wage mention				-0.130	-0.120
				(0.265)	(0.268)
Exact wage (if provided)				-0.000**	-0.000*
				(0.000)	(0.000)
Hybrid/Remote					-0.148
					(0.276)
No. of words					-0.003
					(0.002)
No. of gender-fair words					-0.005
					(0.081)
R^2	0.000	0.182	0.182	0.309	0.312
Observations	1689	1689	1689	1689	1689

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.19d: OLS regressions on the application quality score (complete table, part 4 of 5)

Dep. Var.: Quality of Application	(1)	(2)	(3)	(4)	(5)
No. of agentic words					0.421**
					(0.189)
No. of communal words					0.069
					(0.097)
Informal you					-0.117
					(0.343)
Constant	79.074***	81.213***	81.213***	92.224***	92.822***
	(0.206)	(1.862)	(1.862)	(2.035)	(2.029)
R^2	0.000	0.182	0.182	0.309	0.312
Observations	1689	1689	1689	1689	1689

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.19e: OLS regressions on the application quality score (complete table, part 5 of 5)

Disaggregated Analyses: We chose the categories in which we ran our treatment to maximize the variation in the expected female representation before job seekers see the job title and ad and decide whether to apply. Whereas ID could reasonably be assumed to have the lowest female representation in the labor share, BM served as a middle ground, making MS the category with the presumably highest female labor share. The fact that we found no effect (or even a mild indication of an adverse effect) in this latter category can thus not be explained by a tipping point argument, as in ID. To dig a little deeper into the mechanisms driving the heterogeneous effects, we "disaggregate" our data by expanding the dataset according to how many applications each job ad received. This way, we obtain a dataset of 28,888 applications for which we know the gender of each job seeker behind that application.

Tables A.20a through A.20e contain the results of probit regressions on whether an applicant was female or not using our previous specifications. This analysis has to be taken with a pinch of salt since we cannot guarantee that each observation is independent. In fact, it is highly likely that applicants appear multiple times in our dataset, applying to multiple jobs. The effects in the table are in line with our initial, more aggregated analysis of the data at the job ad level. There is a statistically significant treatment effect in the job category BM, which is not observed in the other two job categories.

Dep. Var.: Female	(1)	(2)	(3)	(4)	(5)
Gender-Fair	0.045***	0.117***	0.142***	0.108***	0.100***
	(0.015)	(0.026)	(0.027)	(0.028)	(0.028)
ID		-0.610***	-0.577***	-0.498***	-0.491***
		(0.026)	(0.030)	(0.034)	(0.035)
MS		0.008	0.025	0.008	0.014
		(0.026)	(0.028)	(0.030)	(0.031)
Gender-Fair×ID		-0.119***	-0.134***	-0.084**	-0.086**
		(0.038)	(0.040)	(0.041)	(0.041)
Gender-Fair×MS		-0.162***	-0.209***	-0.134***	-0.131***
		(0.038)	(0.040)	(0.040)	(0.040)
Company Size					
25-49			-0.076**	-0.108***	-0.110***
			(0.034)	(0.036)	(0.036)
50-99			-0.025	-0.057**	-0.061**
			(0.024)	(0.025)	(0.026)
100-249			0.034	0.022	0.023
			(0.029)	(0.030)	(0.030)
250-499			0.001	-0.026	-0.026
			(0.028)	(0.029)	(0.029)
500+			-0.112***	-0.125***	-0.120***
			(0.029)	(0.030)	(0.031)
Company Industry					
Marketing, Advertising & PR			0.166***	0.167**	0.155**
			(0.063)	(0.066)	(0.066)
Automation Technology			0.410***	0.396***	0.386***
			(0.128)	(0.129)	(0.131)
Automotive			-0.041	0.010	-0.003
			(0.087)	(0.090)	(0.090)
Construction & Architecture			-0.325***	-0.255***	-0.237***
			(0.084)	(0.087)	(0.087)
Consulting			-0.114*	-0.080	-0.089
			(0.065)	(0.068)	(0.069)
Education			-0.077	-0.002	0.025
			(0.071)	(0.075)	(0.076)
Services			-0.060	-0.077	-0.073
			(0.064)	(0.067)	(0.068)
Retail			0.036	0.135	0.131
			(0.103)	(0.105)	(0.105)
Pseudo R^2	0.000	0.042	0.051	0.063	0.064
Observations	28545	28545	28545	28545	28545

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.20a: Probit regression on whether an applicant was female or not (complete table, part 1 of 5)

Dep. Var.: Female	(1)	(2)	(3)	(4)	(5)
Electronics			-0.163**	-0.171**	-0.157*
			(0.078)	(0.081)	(0.081)
Energy			-0.054	-0.018	-0.028
			(0.073)	(0.076)	(0.076)
Events & Exhibitions			0.454***	0.339***	0.315***
			(0.119)	(0.122)	(0.122)
Finance			-0.194***	-0.138**	-0.135**
			(0.065)	(0.067)	(0.068)
Healthcare & Social Services			0.089	0.076	0.085
			(0.072)	(0.075)	(0.076)
Trade & Commerce			-0.156**	-0.099	-0.105
			(0.068)	(0.070)	(0.071)
IT			-0.036	-0.050	-0.038
			(0.056)	(0.059)	(0.059)
Real Estate & Facility Management			-0.057	-0.081	-0.068
			(0.092)	(0.094)	(0.095)
Internet & Multimedia			-0.076	-0.043	-0.045
			(0.062)	(0.065)	(0.065)
Consumer Goods & Food			0.015	0.082	0.076
			(0.069)	(0.072)	(0.072)
Mechanical & Plant Engineering			-0.320***	-0.223***	-0.233***
			(0.079)	(0.082)	(0.082)
Media			-0.061	-0.036	-0.061
			(0.104)	(0.107)	(0.108)
Medicine			-0.058	0.053	0.035
			(0.123)	(0.127)	(0.127)
Human Resources			0.282***	0.149*	0.193**
			(0.084)	(0.088)	(0.090)
Pharmaceuticals & Chemistry			0.142	0.129	0.128
			(0.116)	(0.118)	(0.119)
Legal & Tax Consultancy			0.204*	0.165	0.187*
			(0.108)	(0.112)	(0.113)
Sports & Tourism			-0.098	-0.095	-0.132
			(0.080)	(0.086)	(0.087)
Telecommunications			0.018	0.048	0.061
			(0.084)	(0.087)	(0.087)
Transportation & Logistics			-0.229**	-0.132	-0.128
			(0.092)	(0.095)	(0.095)
Pseudo R^2	0.000	0.042	0.051	0.063	0.064
Observations	28545	28545	28545	28545	28545

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.20b: Probit regression on whether an applicant was female or not (complete table, part 2 of 5)

Dep. Var.: Female	(1)	(2)	(3)	(4)	(5)
Insurance			-0.080	-0.085	-0.089
			(0.098)	(0.100)	(0.100)
First Zip-Code Digit					
0			-0.173*	-0.251**	-0.235**
			(0.097)	(0.100)	(0.100)
1			-0.084	-0.210**	-0.202**
			(0.087)	(0.089)	(0.089)
2			-0.055	-0.253***	-0.249***
			(0.090)	(0.092)	(0.092)
3			-0.292***	-0.391***	-0.395***
			(0.095)	(0.097)	(0.097)
4			-0.216**	-0.334***	-0.336***
			(0.089)	(0.091)	(0.091)
5			-0.091	-0.194**	-0.152*
			(0.089)	(0.091)	(0.091)
6			-0.223**	-0.341***	-0.347***
			(0.087)	(0.089)	(0.090)
7			-0.183**	-0.288***	-0.278***
			(0.086)	(0.088)	(0.088)
8			-0.147*	-0.256***	-0.250***
			(0.087)	(0.090)	(0.090)
9			-0.327***	-0.431***	-0.420***
			(0.105)	(0.107)	(0.108)
No. of required documents				0.009	0.004
				(0.006)	(0.006)
Required Skills					
Accounting				0.151***	0.151***
				(0.045)	(0.045)
Communication				0.143***	0.139***
				(0.021)	(0.021)
Design				0.230***	0.232***
				(0.041)	(0.042)
Driving License				-0.398***	-0.395***
				(0.074)	(0.074)
Engineering				-0.135***	-0.140***
				(0.047)	(0.047)
Industry Experience				-0.172***	-0.168***
				(0.020)	(0.020)
Pseudo R^2	0.000	0.042	0.051	0.063	0.064
Observations	28545	28545	28545	28545	28545

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.20c: Probit regression on whether an applicant was female or not (complete table, part 3 of 5)

Dep. Var.: Female	(1)	(2)	(3)	(4)	(5)
Law Specialization				-0.135**	-0.128**
				(0.054)	(0.054)
Management (other)				-0.004	-0.011
				(0.034)	(0.034)
Personnel Management				0.457***	0.463***
				(0.046)	(0.047)
Programming				-0.106***	-0.101***
				(0.029)	(0.029)
Project Management				0.044*	0.049*
				(0.026)	(0.026)
Security				-0.335***	-0.344***
				(0.068)	(0.068)
Server Admin and DevOps				-0.257***	-0.255***
				(0.049)	(0.049)
Software Packages				-0.011	-0.015
				(0.023)	(0.023)
Statistics and Data Analysis				0.013	0.021
				(0.048)	(0.048)
Theory				-0.096***	-0.091**
				(0.035)	(0.035)
Other				0.002	0.010
				(0.019)	(0.019)
Social				-0.038*	-0.033
				(0.020)	(0.020)
No. of required skills				-0.009*	-0.011**
				(0.005)	(0.005)
Avg. required skill level				-0.004***	-0.004***
				(0.001)	(0.001)
Wage mention				-0.034*	-0.031*
				(0.018)	(0.018)
Exact wage (if provided)				0.000	0.000
				(0.000)	(0.000)
Hybrid/Remote					-0.035*
					(0.019)
No. of words					0.000
					(0.000)
No. of gender-fair words					-0.006
					(0.005)
Pseudo R^2	0.000	0.042	0.051	0.063	0.064
Observations	28545	28545	28545	28545	28545

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.20d: Probit regression on whether an applicant was female or not (complete table, part 4 of 5)

Dep. Var.: Female	(1)	(2)	(3)	(4)	(5)
No. of agentic words					-0.030**
					(0.013)
No. of communal words					-0.018***
					(0.006)
Informal you					0.076***
					(0.026)
Constant	-0.388***	-0.179***	0.027	0.534***	0.470***
	(0.010)	(0.019)	(0.102)	(0.121)	(0.125)
Pseudo R^2	0.000	0.042	0.051	0.063	0.064
Observations	28545	28545	28545	28545	28545

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.20e: Probit regression on whether an applicant was female or not (complete table, part 5 of 5)

A.2 Hiring Expert Data

A.2.1 Further Descriptive Statistics

	ID	BM	MS	Total
Company language: German	34	63	48	145
Company language: English	12	14	7	33
Total	46	77	55	178

Note: p= 0.241, Fisher exact test.

Table A.21: Distribution of languages spoken in the hiring experts' companies

	ID	BM	MS	Total
None	0	2	0	2
1–5	12	24	19	55
5–20	24	30	26	80
21–50	5	13	6	24
More than 50	5	8	4	17
Total	46	77	55	178

Note: p= 0.774, Fisher exact test.

Table A.22: Distribution of number of hiring processes involved

	ID	BM	MS	Total
Deutschland	43	66	44	153
Schweiz	0	4	0	4
Österreich	3	7	11	21
Total	46	77	55	178

Note: p= 0.048, Fisher exact test.

Table A.23: Distribution of hiring experts' countries of residence

	ID	BM	MS	Total
Lower secondary school (Hauptschulabschluss)	1	2	0	3
Intermediate secondary school (Realschulabschluss)	2	6	5	13
University of applied sciences entrance (Fachhochschulreife)	1	1	1	3
University entrance qualification (Abitur)	6	13	11	30
Bachelor's degree	14	26	16	56
Master's degree	17	24	19	60
Doctorate (PhD)	5	5	3	13
Total	46	77	55	178

Note: p= 0.973, Fisher exact test.

Table A.24: Distribution of hiring experts' highest educations

	ID	BM	MS	Total
Not more than €25,000	2	13	15	30
€25,001 – €50,000	16	29	27	72
€50,001 – €75,000	16	19	8	43
€75,001 – €100,000	10	8	5	23
More than €100,000	2	8	0	10
Total	46	77	55	178

Note: p= 0.002, Fisher exact test.

Table A.25: Distribution of hiring experts' incomes

	ID	BM	MS	Total
Automotive industry	2	3	2	7
Construction	1	4	0	5
Chemical industry	1	1	1	3
Services	1	11	5	17
Energy supply	0	4	2	6
Financial services	2	5	4	11
Healthcare	2	14	6	22
Trade	2	4	7	13
IT and telecommunications	21	6	5	32
Mechanical engineering	2	3	1	6
Media	2	1	7	10
Public sector	3	13	5	21
Pharmaceuticals	2	0	2	4
Tourism	1	1	0	2
Transport and logistics	2	1	2	5
Other	2	6	6	14
Total	46	77	55	178

Note: Tabulation for Fisher exact test not feasible.

Table A.26: Distribution of hiring experts' companies' industries

	ID	BM	MS	Total
German	35	62	45	142
Austrian German	2	2	4	8
Swiss German	0	2	0	2
English	3	3	3	9
Italian	1	0	0	1
Spanish	1	1	0	2
Turkish	2	1	0	3
Other	2	6	3	11
Total	46	77	55	178

Note: p= 0.726, Fisher exact test.

Table A.27: Distribution of hiring experts' mother tongues

	ID	BM	MS	Total
Germany: Baden-Württemberg	7	9	5	21
Germany: Bavaria	5	9	6	20
Germany: Berlin	5	11	4	20
Germany: Brandenburg	2	0	0	2
Germany: Hamburg	2	5	4	11
Germany: Hessen	3	5	5	13
Germany: Mecklenburg-Western Pomerania	0	0	1	1
Germany: Lower Saxony	4	2	3	9
Germany: North Rhine-Westphalia	9	17	12	38
Germany: Rhineland-Palatinate	0	3	0	3
Germany: Saxony	3	2	1	6
Germany: Saxony-Anhalt	0	2	2	4
Germany: Schleswig-Holstein	2	0	1	3
Germany: Thuringia	1	0	1	2
Switzerland: Bern	0	1	0	1
Switzerland: St. Gallen	0	1	0	1
Switzerland: Zurich	0	2	0	2
Austria: Vienna	2	5	8	15
Austria: Upper Austria	0	0	1	1
Austria: Styria	0	2	1	3
Austria: Vorarlberg	1	0	0	1
Other	0	1	0	1
Total	46	77	55	178

Note: p= 0.667, Fisher exact test.

Table A.28: Distribution of hiring expert companies' region

	ID	BM	MS	Total
1–10	1	4	6	11
11–50	5	14	8	27
51–250	11	20	15	46
251–1000	11	15	11	37
More than 1000	18	24	15	57
Total	46	77	55	178

Note: p= 0.717, Fisher exact test.

Table A.29: Distribution of hiring expert companies' size (in terms of employees)

A.2.2 Further Regressions and Robustness Checks

Dep. Var.: Design Choice	(Flex)	(GF Text)	(GF Title)	(Inf. Addr.)	(Team)
ID	0.430	-0.008	0.105	-0.145	0.092
	(0.305)	(0.264)	(0.273)	(0.283)	(0.277)
MS	0.196	0.192	0.272	0.521*	0.018
	(0.259)	(0.246)	(0.259)	(0.276)	(0.254)
Age	0.002	-0.006	-0.019	-0.005	-0.016
	(0.014)	(0.012)	(0.012)	(0.013)	(0.012)
Female	0.312	0.202	0.231	-0.228	0.284
	(0.264)	(0.241)	(0.242)	(0.249)	(0.248)
Highest Education					
Highschool	0.631	0.050	0.623	0.097	0.818**
	(0.457)	(0.394)	(0.439)	(0.464)	(0.412)
Academic	0.742*	0.271	0.506	0.095	0.822**
degree	(0.419)	(0.337)	(0.374)	(0.407)	(0.355)
Mother tongue					
English	-0.714	-0.467	-0.906*	0.032	-0.879
	(0.526)	(0.533)	(0.502)	(0.505)	(0.546)
Other	0.475	-0.404	-0.339	0.734*	-0.183
	(0.481)	(0.397)	(0.406)	(0.443)	(0.422)
Income categories					
€25,001 –	-0.013	0.107	-0.294	0.291	0.363
€50,000	(0.317)	(0.295)	(0.329)	(0.312)	(0.315)
€50,001 –	-0.363	0.361	0.155	0.455	0.581
€75,000	(0.391)	(0.365)	(0.400)	(0.360)	(0.393)
€75,001 –	-0.850*	-0.277	-0.189	0.330	0.290
€100,000	(0.459)	(0.456)	(0.469)	(0.497)	(0.453)
More than	-1.090**	-0.300	0.123	-0.096	0.368
€100,000	(0.545)	(0.544)	(0.607)	(0.551)	(0.594)
Migration	-0.074	0.364	0.110	-0.519*	-0.293
background	(0.268)	(0.264)	(0.264)	(0.272)	(0.266)
Time flexibility premium	-0.001	0.009	0.006	0.009	-0.000
(in pp)	(0.011)	(0.009)	(0.010)	(0.011)	(0.010)
Remote work premium (in	0.008	-0.006	-0.008	-0.005	0.001
pp)	(0.007)	(0.005)	(0.006)	(0.006)	(0.006)
# of recruitment	0.029	0.208	0.042	0.145	0.039
procedures	(0.155)	(0.131)	(0.139)	(0.136)	(0.132)
Pseudo R^2	0.139	0.089	0.110	0.159	0.103
Observations	177	177	177	177	177

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.30a: Design Choices of Hiring Experts (complete table, part 1 of 2)

Dep. Var.: Design Choice	(Flex)	(GF Text)	(GF Title)	(Inf. Addr.)	(Team)
Company language:	-0.065	-0.360	-0.298	0.277	0.484
English	(0.317)	(0.304)	(0.319)	(0.326)	(0.362)
Encountered equality	-0.116	0.143	0.060	-0.446*	-0.254
topics at work	(0.243)	(0.220)	(0.230)	(0.254)	(0.239)
Company size (employees)					
11–50	-1.088*	-0.032	-0.083	0.004	-0.778
	(0.613)	(0.523)	(0.533)	(0.533)	(0.588)
51–250	-1.089*	-0.199	-0.265	0.598	-0.719
	(0.590)	(0.462)	(0.480)	(0.511)	(0.545)
251–1000	-0.958*	-0.238	0.191	0.729	-0.406
	(0.553)	(0.477)	(0.482)	(0.500)	(0.551)
More than	-0.909	-0.217	-0.130	0.389	-0.757
1000	(0.560)	(0.467)	(0.470)	(0.497)	(0.539)
Austria	-3.652***	-5.294***	-4.664***	-2.933***	-3.306***
	(0.850)	(0.838)	(0.835)	(0.896)	(0.845)
Switzerland	-4.114***	-4.427***	-3.477***	-3.820***	-3.082***
	(0.500)	(0.530)	(0.564)	(0.558)	(0.613)
Risk	0.157***	0.066	0.014	0.146**	0.016
aversion	(0.058)	(0.054)	(0.052)	(0.061)	(0.054)
Germany	-4.187***	-4.711***	-3.739***	-3.378***	-3.880***
	(0.469)	(0.445)	(0.444)	(0.501)	(0.458)
Constant	4.073***	3.735***	4.411***	2.442**	4.370***
	(1.014)	(0.877)	(0.956)	(1.068)	(0.954)
Pseudo R^2	0.139	0.089	0.110	0.159	0.103
Observations	177	177	177	177	177

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.30b: Design Choices of Hiring Experts (complete table, part 2 of 2)

Dep. Var.: GF Title Design	(1)	(2)	(3)	(4)
Effect Belief of gender fair title (female)	0.016***	0.016***	0.007	0.007
	(0.005)	(0.006)	(0.006)	(0.006)
Effect Belief of gender fair title (male)	0.012**	0.019***	0.009	0.014**
	(0.006)	(0.007)	(0.006)	(0.007)
Support for gender equality			0.403***	0.432***
			(0.092)	(0.092)
ID		0.404		0.426
		(0.308)		(0.310)
MS		0.522**		0.624**
		(0.261)		(0.280)
Age		-0.021		-0.023*
		(0.013)		(0.012)
Female		0.319		0.166
		(0.262)		(0.271)
Highest Education				
Highschool		0.625		0.358
		(0.481)		(0.477)
Academic degree		0.423		0.247
		(0.405)		(0.377)
Mother tongue				
English		-1.241**		-1.333**
		(0.548)		(0.621)
Other		-0.429		-0.481
		(0.450)		(0.475)
Income categories				
€25,001 – €50,000		-0.345		-0.336
		(0.334)		(0.369)
€50,001 – €75,000		0.208		0.268
		(0.384)		(0.433)
€75,001 – €100,000		-0.228		-0.102
		(0.457)		(0.522)
More than €100,000		0.064		0.242
		(0.564)		(0.593)
Migration background		0.049		0.316
		(0.279)		(0.292)
Pseudo R^2	0.071	0.195	0.173	0.289
Observations	178	178	178	178

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.31a: The signalling value of GF titles (Probit regressions, complete table, part 1 of 2)

Dep. Var.: GF Title Design	(1)	(2)	(3)	(4)
Time flexibility premium (in pp)		0.006		0.012
		(0.009)		(0.010)
Remote work premium (in pp)		-0.006		-0.007
		(0.006)		(0.006)
# of recruitment procedures		-0.012		-0.039
		(0.138)		(0.140)
Company language: English		-0.334		-0.433
		(0.338)		(0.345)
Encountered equality topics at work		-0.152		-0.170
		(0.230)		(0.234)
Company size (employees)				
11–50		-0.043		0.492
		(0.559)		(0.601)
51–250		-0.122		0.341
		(0.507)		(0.537)
251–1000		0.222		0.625
		(0.505)		(0.541)
More than 1000		-0.038		0.341
		(0.494)		(0.522)
Company based in Germany		6.052***		5.825***
		(0.517)		(0.546)
Risk aversion		0.034		0.026
		(0.055)		(0.057)
Germany		-6.198***		-5.947***
		(0.556)		(0.566)
Constant	0.294**	0.790	-1.558***	-1.410
	(0.132)	(1.037)	(0.427)	(1.117)
Pseudo R^2	0.071	0.195	0.173	0.289
Observations	178	178	178	178

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.31b: The signalling value of GF titles (Probit regressions, complete table, part 2 of 2)

A.3 Job Seeker Lab Data

A.3.1 Full Regression Tables

Dep. Var.: Number of clicks	(1)	(2)	(3)	(4)	(5)	(6)
Gender-Fair Title	-0.176	-0.016	-0.027	-0.015	-0.018	-0.009
	(0.250)	(0.467)	(0.296)	(0.296)	(0.298)	(0.301)
Share of females	0.385	0.437*	0.225	0.270	0.264	0.143
	(0.276)	(0.265)	(0.179)	(0.185)	(0.201)	(0.220)
ID		0.431	0.089	0.102	0.095	0.103
		(0.421)	(0.253)	(0.255)	(0.261)	(0.265)
MS		0.031	0.205	0.189	0.185	0.268
		(0.384)	(0.256)	(0.257)	(0.259)	(0.262)
Other		-3.243***	-1.402***	-1.405***	-1.406***	-1.332***
		(0.663)	(0.408)	(0.409)	(0.412)	(0.413)
Gender-Fair Title× ID		0.007	0.061	0.029	0.034	0.021
		(0.636)	(0.384)	(0.386)	(0.391)	(0.392)
Gender-Fair title× MS		-0.265	-0.254	-0.257	-0.255	-0.297
		(0.624)	(0.392)	(0.390)	(0.392)	(0.401)
Gender-Fair Title× Other		-0.282	-0.440	-0.451	-0.454	-0.602
		(0.898)	(0.564)	(0.560)	(0.560)	(0.551)
#GF titles on search page			0.003	0.008	0.007	-0.001
			(0.056)	(0.056)	(0.056)	(0.060)
#Times ad was displayed			0.461***	0.461***	0.461***	0.462***
			(0.037)	(0.037)	(0.037)	(0.037)
Avg. fit of job category				0.011	0.011	0.013
				(0.036)	(0.036)	(0.037)
Avg. age				0.015	0.015	0.010
				(0.011)	(0.011)	(0.012)
Share of German natives				0.303	0.307	0.254
				(0.256)	(0.259)	(0.288)
Avg. education degree				0.075	0.076	0.169
				(0.158)	(0.159)	(0.175)
Avg. support for progr. language change					0.016	-0.022
					(0.100)	(0.104)
Avg. support for gender equality					-0.008	0.060
					(0.100)	(0.114)
Pseudo R^2	0.001	0.050	0.231	0.233	0.233	0.235
Observations	517	517	517	517	517	517

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.32a: Tobit regressions on the number of clicks for the job ads displayed in the lab study (complete table, part 1 of 2)

Dep. Var.: Number of clicks	(1)	(2)	(3)	(4)	(5)	(6)
Avg. risk aversion						-0.059
						(0.053)
Avg. neg. reciprocity						0.000
						(0.083)
Avg. pos. reciprocity						-0.183
						(0.170)
Avg. #selections on search page						0.172
						(0.157)
Avg. remote work preferences						0.003
						(0.008)
Avg. time flex preferences						-0.001
						(0.009)
Avg. time preferences						0.070
						(0.088)
Constant	0.142	0.408	-0.862***	-1.696***	-1.728**	-1.622
	(0.227)	(0.309)	(0.303)	(0.577)	(0.770)	(1.379)
Pseudo R^2	0.001	0.050	0.231	0.233	0.233	0.235
Observations	517	517	517	517	517	517

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.32b: Tobit regressions on the number of clicks for the job ads displayed in the lab study (complete table, part 2 of 2)

Dep. Var.: Number of female clicks	(1)	(2)	(3)	(4)	(5)	(6)
Gender-Fair Title	0.265	0.701*	0.550*	0.582*	0.535	0.550*
	(0.237)	(0.404)	(0.326)	(0.322)	(0.326)	(0.325)
ID		0.296	0.109	0.259	0.118	0.060
		(0.410)	(0.327)	(0.335)	(0.346)	(0.340)
MS		0.392	0.460	0.470	0.451	0.695**
		(0.398)	(0.331)	(0.332)	(0.334)	(0.332)
Other		-1.866***	-0.867	-0.869	-0.986*	-0.831
		(0.687)	(0.554)	(0.530)	(0.531)	(0.531)
Gender-Fair Title× ID		-0.168	-0.064	-0.107	-0.030	-0.038
		(0.567)	(0.438)	(0.436)	(0.437)	(0.429)
Gender-Fair title× MS		-0.972	-0.894*	-0.972**	-1.036**	-1.177**
		(0.599)	(0.476)	(0.477)	(0.476)	(0.489)
Gender-Fair Title× Other		-0.561	-0.660	-0.629	-0.590	-0.932
		(0.874)	(0.706)	(0.688)	(0.685)	(0.666)
#GF titles on search page			-0.029	-0.031	-0.016	-0.057
			(0.080)	(0.081)	(0.081)	(0.086)
#Times ad was displayed			0.243***	0.246***	0.253***	0.261***
			(0.028)	(0.028)	(0.028)	(0.028)
Avg. fit of job category				-0.055	-0.047	-0.031
				(0.050)	(0.050)	(0.049)
Avg. age				-0.024	-0.026	-0.026
				(0.024)	(0.025)	(0.023)
Share of German natives				-0.176	-0.396	-0.350
				(0.308)	(0.322)	(0.365)
Avg. education degree				0.456**	0.582***	0.856***
				(0.222)	(0.225)	(0.268)
Avg. support for progr. language change					0.115	0.065
					(0.149)	(0.148)
Avg. support for gender equality					0.225	0.332**
					(0.149)	(0.158)
Avg. risk aversion						-0.175**
						(0.071)
Avg. neg. reciprocity						0.034
						(0.124)
Avg. pos. reciprocity						-0.463**
						(0.207)
Avg. #selections on search page						0.373**
						(0.170)
Pseudo R^2	0.001	0.039	0.136	0.141	0.146	0.161
Observations	360	360	360	360	360	360

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.33a: Tobit regressions on the number of clicks by women for the job ads displayed in the lab study (complete table, part 1 of 2)

Dep. Var.: Number of female clicks	(1)	(2)	(3)	(4)	(5)	(6)
Avg. remote work preferences						-0.003
						(0.009)
Avg. time flex preferences						0.009
						(0.011)
Avg. time preferences						0.091
						(0.123)
Constant	-0.187	-0.165	-0.859**	-0.597	-2.453**	-2.014
	(0.188)	(0.303)	(0.407)	(0.874)	(1.154)	(1.807)
Pseudo R^2	0.001	0.039	0.136	0.141	0.146	0.161
Observations	360	360	360	360	360	360

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.33b: Tobit regressions on the number of clicks by women for the job ads displayed in the lab study (complete table, part 2 of 2)

Dep. Var.: Share of fixations	(1)	(2)	(3)	(4)	(5)	(6)
Gender-Fair Title	2.612	2.025	0.916	0.871	0.824	0.794
	(2.767)	(5.733)	(1.784)	(1.784)	(1.794)	(1.814)
Share of females	2.935	2.944	0.587	0.859	1.145	1.463
	(2.305)	(2.228)	(0.830)	(0.836)	(0.972)	(1.032)
ID		3.858	-1.506	-1.676	-1.655	-1.405
		(4.992)	(2.168)	(2.161)	(2.193)	(2.210)
MS		-3.624	-0.070	-0.054	-0.145	-0.169
		(4.067)	(1.705)	(1.709)	(1.715)	(1.721)
Other		-23.496***	-4.840***	-4.882***	-4.795***	-4.679***
		(3.521)	(1.481)	(1.480)	(1.485)	(1.485)
Gender-Fair Title× ID		0.341	2.179	2.192	2.286	2.217
		(8.055)	(2.870)	(2.907)	(2.942)	(2.978)
Gender-Fair title× MS		3.242	3.236	3.331	3.482	3.638
		(7.516)	(2.549)	(2.548)	(2.578)	(2.590)
Gender-Fair Title× Other		1.172	-1.518	-1.558	-1.606	-1.711
		(6.014)	(2.120)	(2.131)	(2.129)	(2.161)
#GF titles on search page			-0.141	-0.144	-0.156	-0.052
			(0.278)	(0.278)	(0.278)	(0.282)
#Times ad was displayed			8.728***	8.729***	8.731***	8.734***
			(0.306)	(0.306)	(0.306)	(0.308)
Avg. fit of job category				0.131	0.110	0.106
				(0.155)	(0.156)	(0.168)
Avg. age				0.046	0.047	0.050
				(0.060)	(0.060)	(0.063)
Share of German natives				0.632	0.932	0.809
				(0.964)	(1.001)	(1.185)
Avg. education degree				-0.774	-0.896	-0.810
				(0.691)	(0.697)	(0.793)
Avg. support for progr. language change					-0.005	-0.074
					(0.437)	(0.445)
Avg. support for gender equality					-0.317	-0.160
					(0.453)	(0.499)
Avg. risk aversion						0.021
						(0.224)
Avg. neg. reciprocity						0.235
						(0.381)
Avg. pos. reciprocity						-0.132
						(0.705)
Pseudo R^2	0.000	0.009	0.221	0.221	0.221	0.221
Observations	517	517	517	517	517	517

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.34a: Tobit regressions on the share of fixations on job titles displayed in the lab study (complete table, part 1 of 2)

Dep. Var.: Share of fixations	(1)	(2)	(3)	(4)	(5)	(6)
Avg. #selections on search page						0.223
						(0.667)
Avg. remote work preferences						0.016
						(0.033)
Avg. time flex preferences						-0.031
						(0.035)
Avg. time preferences						0.617
						(0.393)
Constant	22.514***	26.127***	-1.630	-2.866	-1.168	-6.025
	(2.058)	(3.467)	(1.803)	(2.931)	(3.517)	(5.955)
Pseudo R^2	0.000	0.009	0.221	0.221	0.221	0.221
Observations	517	517	517	517	517	517

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.34b: Tobit regressions on the share of fixations on job titles displayed in the lab study (complete table, part 2 of 2)

Dep. Var.: Share of female fixations	(1)	(2)	(3)	(4)	(5)	(6)
Gender-Fair Title	2.479	3.517	1.952	2.003	1.755	1.210
	(2.030)	(4.095)	(2.186)	(2.184)	(2.139)	(2.128)
ID		2.290	-0.053	0.164	-0.696	-1.283
		(3.265)	(2.239)	(2.255)	(2.271)	(2.302)
MS		-0.194	1.073	1.422	1.590	2.758
		(2.917)	(2.087)	(2.104)	(2.015)	(2.076)
Other		-13.982***	-2.919*	-2.577	-3.460*	-2.736
		(2.468)	(1.706)	(1.769)	(1.783)	(1.823)
Gender-Fair Title× ID		-1.469	-0.692	-0.562	-0.083	0.556
		(5.434)	(3.141)	(3.165)	(3.109)	(3.085)
Gender-Fair title× MS		1.800	1.634	1.396	0.728	0.682
		(5.693)	(3.231)	(3.201)	(3.164)	(3.184)
Gender-Fair Title× Other		-2.382	-3.709	-3.833	-3.546	-4.297*
		(4.466)	(2.521)	(2.540)	(2.518)	(2.539)
#GF titles on search page			0.079	0.015	0.195	0.023
			(0.352)	(0.358)	(0.371)	(0.402)
#Times ad was displayed			4.115***	4.132***	4.187***	4.270***
			(0.242)	(0.241)	(0.241)	(0.238)
Avg. fit of job category				-0.087	0.023	0.145
				(0.207)	(0.214)	(0.233)
Avg. age				-0.107	-0.107	-0.063
				(0.095)	(0.095)	(0.096)
Share of German natives				-2.627**	-4.684***	-3.907**
				(1.273)	(1.350)	(1.631)
Avg. education degree				0.204	1.278	1.481
				(1.002)	(1.025)	(1.154)
Avg. support for progr. language change					0.382	0.152
					(0.731)	(0.729)
Avg. support for gender equality					2.436***	3.075***
					(0.747)	(0.789)
Avg. risk aversion						-1.290***
						(0.343)
Avg. neg. reciprocity						-0.430
						(0.622)
Avg. pos. reciprocity						0.071
						(0.815)
Avg. #selections on search page						0.792
						(0.912)
Pseudo R^2	0.000	0.011	0.133	0.133	0.136	0.141
Observations	360	360	360	360	360	360

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.35a: Tobit regressions on the share of female fixations on job titles displayed in the lab study (complete table, part 1 of 2)

Dep. Var.: Share of female fixations	(1)	(2)	(3)	(4)	(5)	(6)
Avg. remote work preferences						0.065
						(0.042)
Avg. time flex preferences						-0.013
						(0.049)
Avg. time preferences						0.887*
						(0.533)
Constant	16.555***	17.624***	0.986	5.749	-10.948**	-16.296*
	(1.188)	(2.248)	(1.975)	(3.751)	(4.907)	(8.323)
Pseudo R^2	0.000	0.011	0.133	0.133	0.136	0.141
Observations	360	360	360	360	360	360

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.35b: Tobit regressions on the share of female fixations on job titles displayed in the lab study (complete table, part 2 of 2)

Dep. Var.: Average rank	(1)	(2)	(3)	(4)	(5)	(6)
Gender-Fair Title	-0.546**	-0.678*	-0.637*	-0.621*	-0.639*	-0.645*
	(0.235)	(0.369)	(0.375)	(0.374)	(0.372)	(0.373)
Gender-Fair text	0.179	0.095	0.024	0.012	0.012	-0.010
	(0.235)	(0.221)	(0.217)	(0.216)	(0.217)	(0.217)
Informal address	-0.141	-0.176	0.019	-0.012	0.045	0.037
	(0.231)	(0.215)	(0.210)	(0.210)	(0.211)	(0.209)
Flexible work	0.354	0.309	0.077	0.107	0.123	0.105
	(0.251)	(0.239)	(0.234)	(0.236)	(0.236)	(0.238)
Teamwork	0.318	0.564**	0.229	0.224	0.203	0.181
	(0.236)	(0.221)	(0.223)	(0.224)	(0.226)	(0.227)
ID		-0.167	-0.207	-0.159	-0.161	-0.162
		(0.366)	(0.350)	(0.353)	(0.367)	(0.370)
MS		0.337	0.472	0.451	0.413	0.452
		(0.384)	(0.371)	(0.370)	(0.371)	(0.381)
Other		-3.012***	-2.437***	-2.456***	-2.404***	-2.334***
		(0.635)	(0.616)	(0.617)	(0.626)	(0.627)
Gender-Fair Title× ID		0.754	0.781	0.743	0.823	0.850*
		(0.528)	(0.510)	(0.509)	(0.513)	(0.509)
Gender-Fair title× MS		-0.075	-0.075	-0.079	0.023	0.018
		(0.542)	(0.528)	(0.525)	(0.525)	(0.532)
Gender-Fair Title× Other		-0.091	-0.129	-0.099	-0.150	-0.237
		(0.899)	(0.862)	(0.858)	(0.854)	(0.819)
#GF titles on search page			-0.028	-0.021	-0.031	-0.029
			(0.090)	(0.090)	(0.090)	(0.092)
#Times ad was displayed			0.183***	0.182***	0.183***	0.185***
			(0.026)	(0.026)	(0.026)	(0.026)
Avg. fit of job category				-0.011	-0.008	-0.018
				(0.060)	(0.061)	(0.061)
Avg. age				0.026	0.029	0.031
				(0.019)	(0.019)	(0.021)
Share of German natives				0.328	0.624	0.649
				(0.401)	(0.407)	(0.448)
Avg. education degree				0.130	-0.004	0.015
				(0.268)	(0.268)	(0.293)
Avg. support for progr. language change					-0.065	-0.084
					(0.162)	(0.165)
Avg. support for gender equality					-0.135	-0.040
					(0.164)	(0.181)
Pseudo R^2	0.006	0.062	0.083	0.085	0.089	0.091
Observations	517	517	517	517	517	517

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.36a: Tobit regressions on the average rank assigned by job seekers of the job ads displayed in the lab study (complete table, part 1 of 2)

Dep. Var.: Average rank	(1)	(2)	(3)	(4)	(5)	(6)
Share of females					0.790**	0.695**
					(0.326)	(0.353)
Avg. risk aversion						-0.037
						(0.086)
Avg. neg. reciprocity						0.042
						(0.134)
Avg. pos. reciprocity						-0.322
						(0.270)
Avg. #selections on search page						-0.117
						(0.348)
Avg. remote work preferences						0.008
						(0.012)
Avg. time flex preferences						-0.002
						(0.014)
Avg. time preferences						0.169
						(0.145)
Constant	0.370	0.704**	0.397	-0.666	-0.129	0.870
	(0.289)	(0.328)	(0.482)	(0.922)	(1.261)	(2.410)
Pseudo R^2	0.006	0.062	0.083	0.085	0.089	0.091
Observations	517	517	517	517	517	517

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.36b: Tobit regressions on the average rank assigned by job seekers of the job ads displayed in the lab study (complete table, part 2 of 2)

Dep. Var.: Avg. female rank	(1)	(2)	(3)	(4)	(5)	(6)
Gender-Fair Title	0.145	0.729	0.800	0.889*	0.832*	0.913*
	(0.330)	(0.489)	(0.500)	(0.493)	(0.498)	(0.506)
Gender-Fair text	-0.155	-0.272	-0.333	-0.322	-0.305	-0.341
	(0.330)	(0.318)	(0.314)	(0.308)	(0.307)	(0.304)
Informal address	-0.337	-0.332	-0.132	-0.089	-0.098	-0.089
	(0.316)	(0.303)	(0.299)	(0.304)	(0.303)	(0.295)
Flexible work	0.753**	0.649*	0.386	0.441	0.407	0.287
	(0.350)	(0.346)	(0.344)	(0.345)	(0.347)	(0.343)
Teamwork	-0.145	0.114	-0.247	-0.331	-0.277	-0.216
	(0.329)	(0.320)	(0.330)	(0.322)	(0.327)	(0.322)
ID		-0.146	-0.194	0.147	-0.029	-0.083
		(0.531)	(0.508)	(0.517)	(0.539)	(0.540)
MS		0.753	0.907*	0.898*	0.860	1.228**
		(0.545)	(0.538)	(0.540)	(0.544)	(0.554)
Other		-2.415**	-1.728*	-1.729*	-1.862**	-1.540*
		(0.961)	(0.940)	(0.915)	(0.915)	(0.908)
Gender-Fair Title× ID		0.043	0.099	-0.091	0.029	0.037
		(0.729)	(0.702)	(0.692)	(0.703)	(0.694)
Gender-Fair title× MS		-1.467*	-1.507**	-1.643**	-1.699**	-1.976***
		(0.758)	(0.748)	(0.737)	(0.737)	(0.753)
Gender-Fair Title× Other		-0.855	-0.993	-0.925	-0.908	-1.573
		(1.253)	(1.216)	(1.199)	(1.193)	(1.114)
#GF titles on search page			-0.087	-0.081	-0.078	-0.132
			(0.127)	(0.130)	(0.132)	(0.139)
#Times ad was displayed			0.169***	0.176***	0.181***	0.192***
			(0.032)	(0.033)	(0.033)	(0.034)
Avg. fit of job category				-0.092	-0.087	-0.071
				(0.091)	(0.091)	(0.090)
Avg. age				-0.018	-0.019	-0.020
				(0.038)	(0.039)	(0.037)
Share of German natives				-0.106	-0.290	-0.395
				(0.537)	(0.552)	(0.640)
Avg. education degree				1.015***	1.129***	1.561***
				(0.390)	(0.393)	(0.458)
Avg. support for progr. language change					0.196	0.171
					(0.258)	(0.256)
Avg. support for gender equality					0.140	0.328
					(0.260)	(0.268)
Pseudo R^2	0.006	0.041	0.059	0.068	0.070	0.081
Observations	360	360	360	360	360	360

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.37a: Tobit regressions on the average rank assigned by female job seekers to the job ads displayed in the lab study (complete table, part 1 of 2)

Dep. Var.: Avg. female rank	(1)	(2)	(3)	(4)	(5)	(6)
Avg. risk aversion						-0.195
						(0.120)
Avg. neg. reciprocity						0.083
						(0.215)
Avg. pos. reciprocity						-0.785**
						(0.356)
Avg. #selections on search page						0.360
						(0.423)
Avg. remote work preferences						-0.013
						(0.016)
Avg. time flex preferences						0.022
						(0.020)
Avg. time preferences						0.305
						(0.201)
Constant	-0.299	-0.211	-0.289	-1.010	-2.748	-2.140
	(0.395)	(0.467)	(0.678)	(1.502)	(1.977)	(3.426)
Pseudo R^2	0.006	0.041	0.059	0.068	0.070	0.081
Observations	360	360	360	360	360	360

Robust standard errors in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.37b: Tobit regressions on the average rank assigned by female job seekers to the job ads displayed in the lab study (complete table, part 2 of 2)

Dep. Var.: Fixation share	(1)	(2)	(3)	(4)	(5)
Gender-Fair Title	0.005	0.002	0.004	0.005	0.004
	(0.003)	(0.005)	(0.006)	(0.006)	(0.006)
ID		-0.006	-0.006	-0.007	-0.008
		(0.006)	(0.005)	(0.005)	(0.006)
MS		-0.001	-0.000	0.000	-0.000
		(0.005)	(0.005)	(0.006)	(0.006)
Other		-0.045***	-0.045***	-0.045***	-0.045***
		(0.006)	(0.006)	(0.006)	(0.006)
GF Title× ID		0.004	0.005	0.005	0.007
		(0.008)	(0.008)	(0.008)	(0.009)
GF Title× MS		0.009	0.009	0.009	0.010
		(0.008)	(0.008)	(0.008)	(0.009)
GF Title× Other		0.000	0.001	0.000	0.000
		(0.007)	(0.007)	(0.007)	(0.008)
GF text			-0.005	-0.005	-0.005
			(0.004)	(0.004)	(0.004)
Informal address			-0.000	-0.000	-0.001
			(0.003)	(0.003)	(0.003)
Teamwork			-0.001	-0.001	-0.001
			(0.004)	(0.004)	(0.004)
Flexible work			0.003	0.003	0.003
			(0.004)	(0.004)	(0.004)
#GF titles on search page				-0.000	-0.001
				(0.000)	(0.001)
Fit of job category				0.000	0.000
				(0.000)	(0.000)
Support for progressive language change					-0.000
					(0.002)
Support for gender equality					-0.001
					(0.001)
Support for informal address					0.002
					(0.002)
Remote work preferences					0.000
					(0.000)
Time flex preferences					-0.000
					(0.000)
Pos. reciprocity					0.003
					(0.003)
R^2	0.002	0.075	0.077	0.078	0.088
Observations	796	796	796	796	796

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.38a: OLS regressions on the dyadic female fixations on job titles displayed in the job seeker study (complete table, part 1 of 2)

Dep. Var.: Fixation share	(1)	(2)	(3)	(4)	(5)
Neg. reciprocity					-0.003
					(0.002)
Time preferences					0.000
					(0.001)
Risk aversion					-0.000
					(0.000)
German native speaker					-0.004
					(0.005)
Migration background					-0.003
					(0.002)
Bachelor student					0.006
					(0.006)
Age in yrs.					0.000
					(0.001)
Constant	0.079***	0.084***	0.084***	0.084***	0.069***
	(0.002)	(0.004)	(0.005)	(0.006)	(0.024)
R^2	0.002	0.075	0.077	0.078	0.088
Observations	796	796	796	796	796

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.38b: OLS regressions on the dyadic female fixations on job titles displayed in the job seeker study (complete table, part 2 of 2)

Dep. Var.: Fixation share	(1)	(2)	(3)	(4)	(5)
Gender-Fair Title	0.006	0.004	0.003	0.004	0.004
	(0.004)	(0.007)	(0.007)	(0.007)	(0.007)
ID		-0.002	-0.001	-0.001	0.001
		(0.008)	(0.008)	(0.008)	(0.008)
MS		0.003	0.003	0.003	0.002
		(0.007)	(0.007)	(0.007)	(0.006)
Other		-0.042***	-0.043***	-0.042***	-0.043***
		(0.009)	(0.009)	(0.009)	(0.008)
GF Title× ID		0.004	0.003	0.003	0.003
		(0.010)	(0.009)	(0.010)	(0.009)
GF Title× MS		0.004	0.005	0.005	0.009
		(0.010)	(0.009)	(0.009)	(0.009)
GF Title× Other		0.005	0.006	0.005	0.008
		(0.012)	(0.012)	(0.012)	(0.011)
GF text			0.003	0.003	0.003
			(0.004)	(0.004)	(0.004)
Informal address			-0.001	-0.000	-0.000
			(0.004)	(0.004)	(0.004)
Teamwork			-0.003	-0.003	-0.002
			(0.004)	(0.004)	(0.004)
Flexible work			-0.000	-0.000	-0.000
			(0.005)	(0.005)	(0.005)
#GF titles on search page				-0.001	-0.001
				(0.001)	(0.001)
Fit of job category				-0.000	-0.001
				(0.000)	(0.001)
Support for progressive language change					0.002
					(0.002)
Support for gender equality					0.000
					(0.002)
Support for informal address					-0.001
					(0.001)
Remote work preferences					-0.000
					(0.000)
Time flex preferences					-0.000
					(0.000)
Pos. reciprocity					-0.015**
					(0.006)
R^2	0.003	0.054	0.055	0.057	0.087
Observations	805	805	805	805	805

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.39a: OLS regressions on the dyadic male fixations on job titles displayed in the job seeker study (complete table, part 1 of 2)

Dep. Var.: Fixation share	(1)	(2)	(3)	(4)	(5)
Neg. reciprocity					0.004*
					(0.002)
Time preferences					0.003
					(0.002)
Risk aversion					0.002***
					(0.001)
German native speaker					-0.002
					(0.006)
Migration background					0.008*
					(0.004)
Bachelor student					0.002
					(0.004)
Age in yrs.					-0.000
					(0.000)
Constant	0.080***	0.083***	0.084***	0.091***	0.130***
	(0.003)	(0.006)	(0.007)	(0.008)	(0.030)
R^2	0.003	0.054	0.055	0.057	0.087
Observations	805	805	805	805	805

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.39b: OLS regressions on the dyadic male fixations on job titles displayed in the job seeker study (complete table, part 2 of 2)

Dep. Var.: Clicked	(1)	(2)	(3)	(4)	(5)
Gender-Fair Title	0.125*	0.220*	0.260*	0.279*	0.275*
	(0.075)	(0.128)	(0.142)	(0.145)	(0.149)
ID		-0.043	-0.041	-0.044	-0.073
		(0.123)	(0.124)	(0.127)	(0.135)
MS		0.123	0.134	0.133	0.142
		(0.144)	(0.145)	(0.144)	(0.159)
Other		-0.741**	-0.744**	-0.734**	-0.743**
		(0.364)	(0.364)	(0.364)	(0.371)
GF Title× ID		0.097	0.090	0.095	0.119
		(0.196)	(0.203)	(0.204)	(0.208)
GF Title× MS		-0.330	-0.336	-0.343	-0.358
		(0.231)	(0.235)	(0.235)	(0.241)
GF Title× Other		-0.263	-0.260	-0.278	-0.282
		(0.435)	(0.436)	(0.441)	(0.445)
GF text			-0.051	-0.048	-0.042
			(0.110)	(0.109)	(0.111)
Informal address			0.023	0.024	0.019
			(0.101)	(0.102)	(0.105)
Teamwork			-0.056	-0.053	-0.053
			(0.105)	(0.105)	(0.106)
Flexible work			-0.024	-0.027	-0.040
			(0.126)	(0.127)	(0.129)
#GF titles on search page				-0.020	-0.019
				(0.014)	(0.013)
Fit of job category				-0.002	-0.007
				(0.008)	(0.008)
Support for progressive language change					0.010
					(0.027)
Support for gender equality					0.009
					(0.028)
Support for informal address					0.002
					(0.018)
Remote work preferences					0.000
					(0.001)
Time flex preferences					-0.000
					(0.001)
Pos. reciprocity					-0.060**
					(0.030)
Pseudo R^2	0.002	0.027	0.027	0.028	0.030
Observations	804	804	804	804	804

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.40a: Probit regressions on whether a job ad was clicked by a female in the job seeker study within a dyad (complete table, part 1 of 2)

Dep. Var.: Clicked	(1)	(2)	(3)	(4)	(5)
Neg. reciprocity					-0.034*
					(0.018)
Time preferences					-0.006
					(0.014)
Risk aversion					0.019
					(0.012)
German native speaker					-0.033
					(0.045)
Migration background					-0.025
					(0.046)
Bachelor student					-0.020
					(0.051)
Age in yrs.					-0.018***
					(0.006)
Constant	-0.431***	-0.410***	-0.359***	-0.268*	0.459
	(0.048)	(0.083)	(0.122)	(0.140)	(0.348)
Pseudo R^2	0.002	0.027	0.027	0.028	0.030
Observations	804	804	804	804	804

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.40b: Probit regressions on whether a job ad was clicked by a female in the job seeker study within a dyad (complete table, part 2 of 2)

Dep. Var.: Clicked	(1)	(2)	(3)	(4)	(5)
Gender-Fair Title	-0.140	-0.040	-0.019	-0.036	-0.045
	(0.086)	(0.143)	(0.151)	(0.154)	(0.156)
ID		0.131	0.156	0.155	0.161
		(0.137)	(0.141)	(0.140)	(0.146)
MS		0.003	0.005	0.007	0.005
		(0.128)	(0.128)	(0.128)	(0.136)
Other		-0.963***	-0.960***	-0.981***	-0.996***
		(0.326)	(0.327)	(0.327)	(0.332)
GF Title× ID		-0.224	-0.259	-0.271	-0.272
		(0.193)	(0.198)	(0.200)	(0.204)
GF Title× MS		0.011	0.009	0.006	0.032
		(0.204)	(0.201)	(0.201)	(0.207)
GF Title× Other		-0.375	-0.369	-0.342	-0.325
		(0.467)	(0.469)	(0.471)	(0.476)
GF text			0.021	0.022	0.024
			(0.101)	(0.101)	(0.103)
Informal address			0.019	0.019	0.009
			(0.083)	(0.084)	(0.089)
Teamwork			-0.086	-0.085	-0.080
			(0.103)	(0.103)	(0.104)
Flexible work			-0.021	-0.020	-0.016
			(0.115)	(0.116)	(0.119)
#GF titles on search page				0.023**	0.025**
				(0.011)	(0.012)
Fit of job category				0.003	-0.003
				(0.008)	(0.009)
Support for progressive language change					0.029*
					(0.017)
Support for gender equality					-0.028
					(0.027)
Support for informal address					0.007
					(0.017)
Remote work preferences					-0.003**
					(0.002)
Time flex preferences					0.002
					(0.001)
Pos. reciprocity					-0.019
					(0.048)
Pseudo R^2	0.002	0.035	0.035	0.036	0.039
Observations	828	828	828	828	828

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.41a: Probit regressions on whether a job ad was clicked by a male in the job seeker study within a dyad (complete table, part 1 of 2)

Dep. Var.: Clicked	(1)	(2)	(3)	(4)	(5)
Neg. reciprocity					-0.005
					(0.025)
Time preferences					0.027
					(0.021)
Risk aversion					0.009
					(0.013)
German native speaker					-0.018
					(0.084)
Migration background					-0.031
					(0.035)
Bachelor student					0.061
					(0.053)
Age in yrs.					0.006***
					(0.002)
Constant	-0.288***	-0.279***	-0.238*	-0.346***	-0.553*
	(0.053)	(0.099)	(0.127)	(0.130)	(0.303)
Pseudo R^2	0.002	0.035	0.035	0.036	0.039
Observations	828	828	828	828	828

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.41b: Probit regressions on whether a job ad was clicked by a male in the job seeker study within a dyad (complete table, part 2 of 2)

Dep. Var.: Ranked	(1)	(2)	(3)	(4)	(5)
Gender-Fair Title	0.110	0.227*	0.273*	0.288**	0.291*
	(0.075)	(0.127)	(0.142)	(0.146)	(0.150)
ID		-0.088	-0.086	-0.087	-0.099
		(0.120)	(0.125)	(0.128)	(0.141)
MS		0.109	0.121	0.120	0.124
		(0.138)	(0.140)	(0.140)	(0.153)
Other		-0.698*	-0.702*	-0.694*	-0.692*
		(0.361)	(0.361)	(0.362)	(0.366)
GF Title× ID		0.040	0.024	0.028	0.031
		(0.194)	(0.202)	(0.202)	(0.208)
GF Title× MS		-0.331	-0.339	-0.344	-0.355
		(0.229)	(0.232)	(0.233)	(0.238)
GF Title× Other		-0.399	-0.397	-0.411	-0.427
		(0.441)	(0.441)	(0.444)	(0.448)
GF text			-0.053	-0.050	-0.051
			(0.105)	(0.105)	(0.106)
Informal address			0.050	0.050	0.047
			(0.100)	(0.101)	(0.103)
Teamwork			-0.076	-0.074	-0.076
			(0.107)	(0.107)	(0.109)
Flexible work			-0.013	-0.015	-0.017
			(0.132)	(0.132)	(0.134)
#GF titles on search page				-0.016*	-0.019**
				(0.008)	(0.009)
Fit of job category				-0.002	-0.002
				(0.005)	(0.005)
Support for progressive language change					0.013
					(0.015)
Support for gender equality					-0.010
					(0.018)
Support for informal address					0.002
					(0.009)
Remote work preferences					-0.000
					(0.000)
Time flex preferences					0.001
					(0.000)
Pos. reciprocity					-0.021
					(0.014)
Pseudo R^2	0.001	0.026	0.027	0.027	0.028
Observations	804	804	804	804	804

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.42a: Probit regressions on whether a job ad was ranked by a female in the job seeker study within a dyad (complete table, part 1 of 2)

Dep. Var.: Ranked	(1)	(2)	(3)	(4)	(5)
Neg. reciprocity					-0.006
					(0.009)
Time preferences					0.000
					(0.007)
Risk aversion					0.002
					(0.005)
German native speaker					-0.009
					(0.020)
Migration background					-0.019
					(0.027)
Bachelor student					-0.012
					(0.023)
Age in yrs.					-0.000
					(0.002)
Constant	-0.490***	-0.452***	-0.407***	-0.336***	-0.200
	(0.041)	(0.079)	(0.119)	(0.119)	(0.167)
Pseudo R^2	0.001	0.026	0.027	0.027	0.028
Observations	804	804	804	804	804

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.42b: Probit regressions on whether a job ad was ranked by a female in the job seeker study within a dyad (complete table, part 2 of 2)

Dep. Var.: Ranked	(1)	(2)	(3)	(4)	(5)
Gender-Fair Title	-0.142*	-0.082	-0.063	-0.072	-0.073
	(0.084)	(0.150)	(0.157)	(0.161)	(0.162)
ID		0.086	0.101	0.103	0.105
		(0.129)	(0.135)	(0.135)	(0.146)
MS		0.002	0.013	0.015	0.017
		(0.122)	(0.124)	(0.125)	(0.133)
Other		-0.907***	-0.894***	-0.904***	-0.901***
		(0.333)	(0.333)	(0.335)	(0.337)
GF Title× ID		-0.118	-0.131	-0.137	-0.136
		(0.201)	(0.210)	(0.211)	(0.214)
GF Title× MS		0.017	0.008	0.004	0.006
		(0.210)	(0.207)	(0.208)	(0.212)
GF Title× Other		-0.333	-0.335	-0.320	-0.325
		(0.476)	(0.479)	(0.482)	(0.486)
GF text			0.015	0.016	0.016
			(0.106)	(0.106)	(0.109)
Informal address			0.028	0.028	0.030
			(0.092)	(0.092)	(0.096)
Teamwork			-0.029	-0.028	-0.029
			(0.106)	(0.107)	(0.108)
Flexible work			-0.070	-0.070	-0.068
			(0.117)	(0.117)	(0.119)
#GF titles on search page				0.013	0.013
				(0.009)	(0.010)
Fit of job category				-0.001	-0.001
				(0.003)	(0.004)
Support for progressive language change					0.005
					(0.005)
Support for gender equality					-0.005
					(0.008)
Support for informal address					-0.002
					(0.013)
Remote work preferences					-0.000
					(0.001)
Time flex preferences					-0.000
					(0.001)
Pos. reciprocity					-0.005
					(0.012)
Pseudo R^2	0.002	0.030	0.031	0.031	0.031
Observations	828	828	828	828	828

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.43a: Probit regressions on whether a job ad was ranked by a male in the job seeker study within a dyad (complete table, part 1 of 2)

Dep. Var.: Ranked	(1)	(2)	(3)	(4)	(5)
Neg. reciprocity					0.002
					(0.006)
Time preferences					-0.002
					(0.009)
Risk aversion					0.000
					(0.004)
German native speaker					-0.007
					(0.032)
Migration background					0.004
					(0.017)
Bachelor student					-0.007
					(0.015)
Age in yrs.					-0.000
					(0.001)
Constant	-0.356***	-0.335***	-0.298***	-0.343***	-0.293**
	(0.044)	(0.087)	(0.115)	(0.103)	(0.139)
Pseudo R^2	0.002	0.030	0.031	0.031	0.031
Observations	828	828	828	828	828

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.43b: Probit regressions on whether a job ad was ranked by a male in the job seeker study within a dyad (complete table, part 2 of 2)

Dep. Var.: Rank score	(1)	(2)	(3)	(4)	(5)
Gender-Fair Title	0.137	0.115	0.144	0.163	0.159
	(0.085)	(0.168)	(0.179)	(0.183)	(0.189)
ID		-0.279**	-0.267*	-0.272*	-0.301*
		(0.130)	(0.135)	(0.138)	(0.151)
MS		0.012	0.011	0.012	-0.001
		(0.150)	(0.152)	(0.152)	(0.165)
Other		-0.600***	-0.593***	-0.585**	-0.595**
		(0.219)	(0.219)	(0.220)	(0.228)
GF Title× ID		0.334	0.282	0.286	0.299
		(0.233)	(0.241)	(0.243)	(0.251)
GF Title× MS		-0.191	-0.198	-0.204	-0.205
		(0.267)	(0.271)	(0.272)	(0.282)
GF Title× Other		-0.198	-0.202	-0.222	-0.222
		(0.282)	(0.281)	(0.285)	(0.290)
GF text			-0.031	-0.029	-0.028
			(0.121)	(0.121)	(0.124)
Informal address			0.021	0.021	0.014
			(0.097)	(0.097)	(0.101)
Teamwork			-0.131	-0.129	-0.132
			(0.101)	(0.101)	(0.103)
Flexible work			0.143	0.141	0.142
			(0.128)	(0.128)	(0.131)
#GF titles on search page				-0.020**	-0.025**
				(0.010)	(0.010)
Fit of job category				0.000	0.001
				(0.004)	(0.005)
Support for progressive language change					0.022
					(0.016)
Support for gender equality					-0.026
					(0.019)
Support for informal address					-0.001
					(0.010)
Remote work preferences					-0.000
					(0.000)
Time flex preferences					0.000
					(0.001)
Pos. reciprocity					-0.001
					(0.016)
R^2	0.003	0.029	0.031	0.032	0.033
Observations	804	804	804	804	804

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.44a: OLS regressions on the dyadic female rank of job ads displayed in the job seeker study (complete table, part 1 of 2)

Dep. Var.: Rank score	(1)	(2)	(3)	(4)	(5)
Neg. reciprocity					-0.016*
					(0.009)
Time preferences					-0.002
					(0.008)
Risk aversion					0.004
					(0.006)
German native speaker					0.005
					(0.023)
Migration background					-0.036
					(0.026)
Bachelor student					0.014
					(0.026)
Age in yrs.					0.003
					(0.003)
Constant	0.760***	0.891***	0.867***	0.945***	0.981***
	(0.045)	(0.095)	(0.131)	(0.130)	(0.189)
R^2	0.003	0.029	0.031	0.032	0.033
Observations	804	804	804	804	804

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.44b: OLS regressions on the dyadic female rank of job ads displayed in the job seeker study (complete table, part 2 of 2)

Dep. Var.: Rank score	(1)	(2)	(3)	(4)	(5)
Gender-Fair Title	-0.144	-0.156	-0.178	-0.187	-0.188
	(0.088)	(0.165)	(0.176)	(0.180)	(0.182)
ID		0.027	0.039	0.040	0.043
		(0.143)	(0.150)	(0.151)	(0.161)
MS		-0.034	-0.029	-0.027	-0.025
		(0.127)	(0.135)	(0.135)	(0.144)
Other		-0.672***	-0.664***	-0.672***	-0.669***
		(0.191)	(0.192)	(0.192)	(0.196)
GF Title× ID		-0.028	-0.030	-0.036	-0.037
		(0.227)	(0.234)	(0.235)	(0.241)
GF Title× MS		0.135	0.138	0.136	0.137
		(0.218)	(0.218)	(0.219)	(0.225)
GF Title× Other		0.017	0.023	0.035	0.033
		(0.255)	(0.256)	(0.259)	(0.263)
GF text			0.072	0.073	0.074
			(0.112)	(0.112)	(0.115)
Informal address			-0.013	-0.014	-0.014
			(0.093)	(0.094)	(0.099)
Teamwork			0.010	0.010	0.011
			(0.103)	(0.104)	(0.107)
Flexible work			-0.065	-0.065	-0.065
			(0.124)	(0.125)	(0.128)
#GF titles on search page				0.013	0.013
				(0.009)	(0.010)
Fit of job category				-0.000	-0.001
				(0.002)	(0.003)
Support for progressive language change					0.004
					(0.005)
Support for gender equality					-0.003
					(0.008)
Support for informal address					-0.003
					(0.011)
Remote work preferences					-0.000
					(0.001)
Time flex preferences					-0.000
					(0.001)
Pos. reciprocity					-0.005
					(0.011)
R^2	0.003	0.023	0.024	0.024	0.024
Observations	828	828	828	828	828

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.45a: OLS regressions on the dyadic male rank of job ads displayed in the job seeker study (complete table, part 1 of 2)

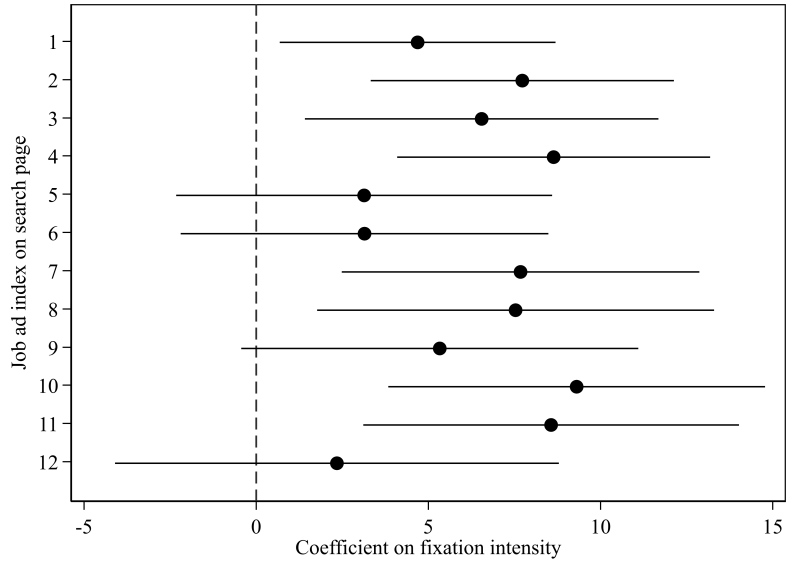
Dep. Var.: Rank score	(1)	(2)	(3)	(4)	(5)
Neg. reciprocity					-0.000
					(0.006)
Time preferences					0.002
					(0.009)
Risk aversion					-0.001
					(0.004)
German native speaker					0.003
					(0.028)
Migration background					0.000
					(0.017)
Bachelor student					0.001
					(0.015)
Age in yrs.					-0.000
					(0.001)
Constant	0.910***	0.957***	0.976***	0.927***	0.964***
	(0.047)	(0.095)	(0.118)	(0.105)	(0.127)
R^2	0.003	0.023	0.024	0.024	0.024
Observations	828	828	828	828	828

Cluster-robust SEs (individual) in parentheses; * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A.45b: OLS regressions on the dyadic male rank of job ads displayed in the job seeker study (complete table, part 2 of 2)

A.3.2 Additional Analyses on the Eye-Tracking Data

Figure 1 plots the estimated coefficients from twelve regressions relating fixation intensity on a job ad to the probability that the ad was selected on the search page. Across all ads, the coefficients are positive, indicating that job seekers tended to look longer at the job ads they ultimately chose–and conversely, that they were more likely to choose those they had visually engaged with. However, we do not find evidence that gender-fair (GF) titles themselves increased the relative share of fixations on those titles. Given that earlier analyses showed that language attitudes and support for gender equality predicted GF selections, this pattern suggests–cautiously–that the decision to click on a GF title is not purely subconscious but instead involves a degree of conscious evaluation.



Note: Each dot represents the estimated coefficient of a probit regression on whether a title was selected from the displayed twelve titles on the search page with the number indicating the position of the title. Whiskers represent 95% confidence intervals.

Figure 1: Probit estimates on how the relative distribution of fixations on the search page affected the click decision

Beyond what is reported in the main text, our analyses of the eye-tracking data do not reveal immediate or systematic differences in how participants visually processed gender-fair versus generic-masculine job titles. They indicate that job seekers engaged with the application task and paid attention to the job ads they ultimately selected.

B Instructions (translated from German)

Throughout the instructions, we use italic font in square brackets to provide additional information to the reader. These were not visible to the participants in our studies.

B.1 Hiring Expert Study

Your experience in recruiting

Do you have experience with hiring decisions (i.e., have you been or are you involved in selection procedures)?

- Yes
- No [*leads to exclusion from study*]

Below we show you broad categories of occupational fields. Please choose the category in which you have so far made or accompanied the most hiring decisions. If none of the three categories fits, choose the category you would **most likely** assign yourself to.

- IT and Development
- Marketing and Sales
- Business and Management

Increasing the number of applications

In the context of the labor shortage, the appealing **design of job advertisements** is important. They are often the first point of contact with potential applicants.

In this study, we examine design options in job advertisements.

Specifically, the following design options are considered:

- Indicating **spatially flexible** or **spatially structured** work
- Indicating **temporally flexible** or **temporally structured**
- Use of **gender-inclusive** or **generic masculine language in the job title** of the advertisement

- Use of **formal address ("Siezen")** or **informal address ("Duzen")**[1]

Procedure and payment

You receive a **fixed payment of £3.00** for your participation. You will receive this within three working days.

In addition, there is the possibility of receiving a **bonus of up to £1,00**. If you receive it, it will appear in your Prolific account within the next 14 working days.

The study consists of three parts:

- **Part 1**: Assessment of how the design options influence the number of applications.
- **Part 2**: Designing a job advertisement.
- **Part 3**: Short questionnaire on personal attitudes and demographic information.

Part 1: Design options in job advertisements

How does the design of job advertisements influence the number of applications?

On the following pages, please provide **your assessment** of how different design features in job advertisements affect application numbers across different target groups.

Please provide **your assessment** for different target groups.

There are **no right or wrong answers**.

Your answers can range from **"significantly fewer" to "significantly more"**.

Important: Part 1 is **ONLY** about the design of the job advertisement, **NOT** about the design of the working conditions.

When designing the job advertisements, please **assume that the positions offer a combination of different work models**. Specifically, this means that the positions

- offer both a fixed on-site workplace and the option for location-flexible work (e.g., home office).

[1] [*In German, the verbs **duzen** and **siezen** mean to address someone with the informal du or the formal Sie, respectively–two grammatically encoded levels of politeness absent in English.*]

- combine fixed core working hours with flexible scheduling.
- provide compensation that consists of both competitive and team-oriented elements.

You decide, when designing the job advertisements, which aspect is **emphasized** in each case.

How does the design of job advertisements influence the number of applications?

Please provide **your assessment** for different target groups.

There are **no right or wrong answers**.

Indication of a competitive, performance-oriented work environment (e.g., competition-based performance incentives, promotions, or "Employee of the Month" programs) or a team-friendly work environment (e.g., joint goal achievement or collaborative teamwork).

Please indicate your answer using the sliders below. Moving the slider all the way to the left means that you think the number of applications will be substantially higher when the job ad emphasizes a competitive, performance-oriented work environment. Moving the slider all the way to the right means that you think the number of applications will be substantially higher when the job ad emphasizes a team-friendly work environment. Placing the slider in the middle indicates that you expect no difference in the number of applications.

	Significantly fewer with competitive/performance-oriented environment		Significantly more with team-friendly environment
Applications overall	├————	[*Slider here*]	————┤
Applications from younger people	├————	[*Slider here*]	————┤
Applications from older people	├————	[*Slider here*]	————┤
Applications from people for whom German is a foreign language	├————	[*Slider here*]	————┤
Applications from people from abroad	├————	[*Slider here*]	————┤
Applications from women	├————	[*Slider here*]	————┤
Applications from men	├————	[*Slider here*]	————┤
Applications from people who do not clearly identify as male or female	├————	[*Slider here*]	————┤

[*The other design features were elicited over the same target groups and in the same manner, we simply display the description of the design feature and the endpoints of the sliders here, for better readibility.*]

Use of generically masculine language throughout the job-ad text (e.g., Mitarbeiter) or use of gender-inclusive language throughout the job-ad text (e.g., Mitarbeiter:innen).

Significantly fewer with generically masculine language		Significantly more with gender-inclusive language
├————	[*Sliders for all target groups here*]	————┤

Use of formal address (Siezen) or informal address (Duzen).

Significantly fewer with formal address

[*Sliders for all target groups here*]

Significantly more with informal address

Use of generic masculine job titles or gender-inclusive job titles in the headline of the job advertisement (using ":", e.g., Mitarbeiter:innen).

Significantly fewer with generically masculine jobtitle

[*Sliders for all target groups here*]

Significantly more with gender-inclusive jobtitle

Indication of the possibility of location-bound work (e.g., fixed office workplace) or spatially flexible work (e.g., working from home).

Significantly fewer with location-bound work

[*Sliders for all target groups here*]

Significantly more with spatially flexible work

Indication of structured working hours or flexible working hours.

Significantly fewer with structured working hours

[*Sliders for all target groups here*]

Significantly more with flexible working hours

Part 2: Own design of job advertisements

This part consists of two stages.

- **Stage 1:** Designing a job advertisement
- **Stage 2:** Designing selected aspects of a work environment for students in a future study

After this study, students at a German university will, as part of a follow-up study, view the job advertisements created by you and the other participants in this Prolific study. The students can apply to the job ads you and the other participants created and will then complete a simple task. They will receive the following information:

> On the next page, you will perform a simple task in which you alternately press two keys. The goal of the task is to press the "A" and "B" keys on your keyboard alternately for **90 seconds** as quickly as possible. Each time you successfully press the "A" key and then the "B" key, you receive one point. Please note that points are only awarded if the keys are pressed alternately: pressing only "A" or only "B" repeatedly does not give points. The keys must be pressed manually (keyboard shortcuts or automated programs/scripts for key entry may not be used), otherwise the task will not be counted. You can collect as many points as you want.
>
> As a bonus, you will receive an **additional €3.00 if you collect at least 200 points.**

If at least one person applies to the job advertisement you designed, you will receive a bonus, which we will pay out after the second study has been completed. The exact procedure and the composition of your bonus payment will be explained on the following pages.

Stage 1

In Stage 1 we will show you a typical job advertisement. Please design the job advertisement in such a way that as many qualified people as possible will apply.
You have the following design options:

- Indicating
  - **location-bound and time-structured** or **spatially and temporally flexible work**

  - a **competition-oriented**, **performance-oriented**, or **team-friendly work environment**

- Use of
  - **generic masculine** or **gender-inclusive language** in the job title
  - **generic masculine** or **gender-inclusive language** in the job description text
  - **formal address** ("Sie") or **informal address** ("Du")

Calculation of Bonus

The task of the students is first to select several job advertisements. Afterwards, the students create a ranking of the job advertisements. Rank 1 is assigned to the advertisement they would most like to apply to, followed by rank 2, and so on. In total, students can assign four ranks. The probability that an application goes to a given job depends on these rankings as follows:

- **Rank 1**: 40% probability that an application goes to this job
- **Rank 2**: 30% probability that an application goes to this job
- **Rank 3**: 20% probability that an application goes to this job
- **Rank 4**: 10% probability that an application goes to this job

The higher a job advertisement is ranked, the more likely it is that an application will go to it.

If at least one person applies to the job advertisement you designed, you will receive a bonus of £1.00.

Control Questions

Before you design the job advertisement, we have a few questions for you:
Which of the following design options is **not** included in Stage 1?

- Indication of collective goal achievement
- Use of gender-inclusive language in the job title
- Images to illustrate the job advertisement [*correct answer*]
- Indication of flexible working hours

You will receive a bonus payment if...

- ... you use many design elements in the job advertisement.
- ... at least one person applies to your job advertisement. [*correct answer*]
- ... your job advertisement receives a high rating from the students.
- ... the students achieve a high score in the task.

To receive the bonus, the students must...

- ... press the "A" key as quickly as possible in succession.
- ... press the "B" key 10 times in a row, then the "A" key.
- ... use a key combination to press both keys simultaneously.
- ... press the "A" and "B" key alternately 200 times. [*correct answer*]

Stage 1: Design of a job ad

You can use our design tool to customise a predefined job advertisement.

On the left side, you will see the job advertisement. This advertisement remains unchanged and serves as a comparison.

On the right side, you can design the job advertisement using the buttons above the advertisement. Here, additional options are offered that you can switch on and off as you wish. The words and formulations in the advertisement will change depending on your selection.

You can make decisions about the following design elements:

- Indicating
  - **location-bound and time-structured** or **spatially and temporally flexible work**
  - a **competition-oriented**, **performance-oriented**, or **team-friendly work environment**
- Use of

- **generic masculine** or **gender-inclusive language** in the job title
- **generic masculine** or **gender-inclusive language** in the job description text
- **formal address** ("Sie") or **informal address** ("Du")

Any change you make by clicking the corresponding buttons becomes immediately visible in the advertisement on the right when the switch is set to "on", and becomes immediately invisible when the switch is set to "off". You may make as many adjustments as you wish and modify the advertisement for as long as you like until you are satisfied with the result.

You can take as much time as you like. You may adjust the advertisement as often as necessary before submitting it.

When you have finalised your job advertisement, click the "Submit" button.

Important: In Stage 1 of Part 2, the task is **ONLY** about designing the job advertisement, **NOT** about designing the working conditions.

Design of the work environment

All students will complete the work task described earlier. This simulates being hired for the advertised position.

After designing the job advertisement, you will be able to design selected aspects of the work environment.

Important: At the time of application, the students do *NOT* know which environment you have chosen!

You will choose:

- **Formal** or **informal instructions** for the students during this part of the study (using "Sie" or "Du").
- A **competitive, performance-oriented**, or **team-friendly work environment**.

Below, you will find further information about your design choices.

Example Work Environment: (In)formal Address

You can determine the linguistic style of the task instructions. The instructions can be written **either in an informal or a formal style**. Using the buttons below, you can view an excerpt of the instructions in both styles.

Informal excerpt:
On the next page, you will complete the task described earlier, where you alternate between pressing two keys. If you would like to read the instructions for this part again, you can do so at the bottom of the page.

Formal excerpt:
On the next page, you will complete the task described earlier, where you alternate between pressing two keys. If you would like to read the instructions for this part again, you can do so at the bottom of the page.

Example Work Environment: Feedback Style

The students will form a "team" together with two additional students from a previous study. You can decide whether the students will learn, at the end of the study, how much they contributed to their team's total solved tasks, or whether their performance will be shown relative to the other individual students in a ranking.

Team contribution excerpt:
You have pressed the "A" key and then the "B" key successfully X times.
This means you contributed X points to the team total of Y points.

Competition excerpt:
You have pressed the "A" key and then the "B" key successfully X times.
This places you at rank Z out of 4 within your team.

The Job Ad Generator

On the following page, you can design the job advertisement. It always consists of a title and four blocks: Introduction, Tasks, Profile, and Offer. You can display the contents of the blocks by clicking on the respective heading.

[*animated image of switching between advertisement contents*]

Above the contents, you will find five blue buttons. By clicking these buttons, you can adjust the advertisement. The text displayed on each button shows you the current phrasing of the advertisement.

[*animated image of buttons for customizing the advertisement*]

On the next page, you will begin designing the job advertisement. Afterwards, you can design the aspects of the work environment.

Thank you very much! Before we close the study, we would like to ask you to answer a few more questions. Your answers are very important to us and help us improve the quality of our study. Please answer the questions honestly and carefully. Your answers are anonymous and will be treated confidentially.
How old are you?
Which gender do you identify with?

- Male
- Female
- Diverse

What is your highest educational qualification?

- Lower secondary school certificate (Hauptschulabschluss)
- Intermediate secondary school certificate (Realschulabschluss)
- Entrance qualification for universities of applied sciences (Fachhochschulreife)
- General higher education entrance qualification (Abitur)
- Bachelor's degree
- Master's degree
- Doctorate (PhD)

What is your mother tongue?

- German
- Austrian German
- Swiss German
- Arabic
- English
- French
- Greek
- Italian
- Polish
- Russian
- Spanish
- Turkish
- Ukrainian
- Other

In which range is your current annual net income?

- Not more than €25,000
- €25,001–€50,000
- €50,001–€75,000
- €75,001–€100,000
- More than €100,000

In which country do you currently live?

- Germany
- Austria
- Switzerland
- Other country

Do you or your parents have a migration background?

- Yes
- No

We would now like to learn more about **your experience with selection procedures and hiring decisions**.
In how many hiring decisions have you been involved so far?

- None
- 1-5
- 5-20
- 21-50
- More than 50

In which language is communication in your company typically conducted?

- German
- English
- French
- Italian
- Other (please specify)

Have you ever had to deal with equality issues in your professional life?

- Yes

- No

How many employees does your company have?

- 1-10
- 11-50
- 51-250
- 251-1,000
- More than 1,000

In which industry is your company active?

- Automotive industry
- Construction industry
- Chemical industry
- Services
- Energy supply
- Financial services
- Healthcare
- Trade
- IT and telecommunications
- Mechanical engineering
- Media
- Public sector
- Pharmaceuticals
- Tourism

- Transport and logistics
- Other

In which region is the headquarters of the company at which you are currently or were most recently employed located?

Imagine that you are applying for a new position in the same area of activity as your last job and you are offered two positions. Both positions are identical in every respect to your last job and to each other, except for the work schedule and the pay. Please read the descriptions of the positions below.

Position 1:
This position comprises 40 hours per week. Working hours are Monday-Friday from 9 a.m. to 5 p.m.
This position pays the same salary as your last job.
By salary we mean your fixed salary if you were employed on a salaried basis, or your hourly wage if you worked on an hourly basis. If you worked part-time, we mean the salary you would have received for full-time employment.

Position 2:
This position comprises 40 hours per week. The work schedule in this position varies from week to week. You receive your work schedule one week in advance from your employer. Working hours can be mornings to evenings, on weekdays and weekends, but not at night.
This position also pays the same salary as your last job.
By salary we mean your fixed salary if you were employed on a salaried basis, or your hourly wage if you worked on an hourly basis. If you worked part-time, we mean the salary you would have received for full-time employment.

What percentage more would you have to receive for Position 2 in order to prefer this position over Position 1?
_____ %

Imagine that you are applying for a new position in the same area of activity as your last job and

you are offered two positions. Both positions are identical in every respect to your last job and to each other, except for the place of work and the pay. Please read the descriptions of the positions below.

Position 1:
This position comprises 40 hours per week. The place of work is exclusively in the office.
This position pays the same salary as your last job.
By salary we mean your fixed salary if you were employed on a salaried basis, or your hourly wage if you worked on an hourly basis. If you worked part-time, we mean the salary you would have received for full-time employment.

Position 2:
This position comprises 40 hours per week. In this position, you have the possibility to choose flexibly between working in the office and working from home.
This position also pays the same salary as your last job.
By salary we mean your fixed salary if you were employed on a salaried basis, or your hourly wage if you worked on an hourly basis. If you worked part-time, we mean the salary you would have received for full-time employment.

What percentage more would you have to receive for Position 1 in order to prefer this position over Position 2?
_____ %

In the following, we would like to learn about your attitudes and opinions on various topics. Please note that there are no right or wrong answers–it is solely about your personal assessments. You can give your answers on a **scale from 1 to 7**. The value **1 stands for "do not agree at all"** and the value **7 stands for "fully agree"**. You can use the values in between to express gradations.

	1	2	3	4	5	6	7
Language must be updated to reflect the spirit of the times.	○	○	○	○	○	○	○
It is important that you read the instructions and questions carefully. Please click "fully agree".	○	○	○	○	○	○	○
It is important that you read the instructions and questions carefully. Please select "fully agree".	○	○	○	○	○	○	○
We should stop talking so much about equality and equal opportunities for men and women.	○	○	○	○	○	○	○
Gender-inclusive language (in particular the gender colon ":") is an important instrument for achieving equality between men and women.	○	○	○	○	○	○	○
Anglicisms should be used as little as possible in the German language.	○	○	○	○	○	○	○
It is appropriate to call the dish shown in the picture below "Zigeunerschnitzel".[2]	○	○	○	○	○	○	○

In the following, we would like to learn about your attitudes and opinions on various topics. Please note that there are no right or wrong answers–it is solely about your personal assessments.

[2]["Zigeunerschnitzel" (literally "Gypsy schnitzel") is a widely-known term for a traditional schnitzel with paprika-based sauce, including a derogatory label for Sinti and Roma and is considered discriminatory.]

You can give your answers on a **scale from 1 to 7**. The value **1 stands for "do not agree at all"** and the value **7 stands for "fully agree"**. You can use the values in between to express gradations.

	1	2	3	4	5	6	7
It is good that the legislator takes into account that not all people can be clearly assigned as male or female.	○	○	○	○	○	○	○
The fact that not all people clearly identify with their biological sex should be accepted in our society.	○	○	○	○	○	○	○
It is completely natural that there are also people who are born with both male and female, i.e. two physical characteristics.	○	○	○	○	○	○	○
Assignment to a gender is not that important for a person's development.	○	○	○	○	○	○	○
Schools and kindergartens should encourage children to engage in activities that are not typical for their gender.	○	○	○	○	○	○	○
It is important that you read the instructions and questions carefully. Please select "do not agree at all".	○	○	○	○	○	○	○
The fact that same-sex couples wish to have children should be accepted in our society.	○	○	○	○	○	○	○

In the following, we would like to know to what extent certain statements apply to you or not. Please note that there are no right or wrong answers–it is solely about your personal assessment. You can give your answers on a **scale from 1 to 7**. The value **1 stands for "do not agree at all"** and the value **7 stands for "fully agree"**. You can use the values in between to express gradations.

	1	2	3	4	5	6	7
I consider general use of informal address (“du”) in companies to be problematic.	○	○	○	○	○	○	○
I would like to address my future colleagues informally (“du”) from the very beginning.	○	○	○	○	○	○	○
I would feel uncomfortable if my supervisors addressed me informally (“du”) from the very beginning.	○	○	○	○	○	○	○
For me, using the formal address (“Sie”) is part of respectful interaction in the professional environment.	○	○	○	○	○	○	○
I find companies more likeable when everyone uses informal address (“du”).	○	○	○	○	○	○	○
I would feel uncomfortable if I had to formally address (“siezen”) the colleagues in my department or team.	○	○	○	○	○	○	○
I would feel uncomfortable if my colleagues addressed me informally (“du”) from the very beginning.	○	○	○	○	○	○	○
I think the use of formal address (“Sie”) in professional settings is old-fashioned.	○	○	○	○	○	○	○
I think that one must earn the right to use informal address (“du”) in a company.	○	○	○	○	○	○	○
If supervisors addressed me informally (“du”) from the very beginning, I would feel not taken seriously.	○	○	○	○	○	○	○
I find it silly when long-standing colleagues continue to use formal address (“Sie”) with each other.	○	○	○	○	○	○	○
In my desired profession, informal address (“du”) is rare, and that is fine.	○	○	○	○	○	○	○
I do not want to be addressed informally (“du”) in my future profession (except in special cases).	○	○	○	○	○	○	○
If my future colleagues addressed me exclusively with formal address (“Sie”), I would feel lonely.	○	○	○	○	○	○	○
Companies in which everyone uses formal address (“Sie”) seem stiff to me.	○	○	○	○	○	○	○

Please tell us, in general, how willing you are to take risks. Please use a scale from 0 to 10, where 0 means "not willing at all to take risks" and 10 means "very willing to take risks." You may choose any number between 0 and 10.

0	1	2	3	4	5	6	7	8	9	10
○	○	○	○	○	○	○	○	○	○	○

In the following, we would like to know to what extent certain statements apply to you or not. Please note that there are no right or wrong answers–it is solely about your personal assessment. You can give your answers on a **scale from 1 to 7**. The value **1 stands for "do not agree at all"** and the value **7 stands for "fully agree"**. You can use the values in between to express gradations.

	1	2	3	4	5	6	7
If someone does me a favor, I am willing to reciprocate.	○	○	○	○	○	○	○
If I am treated with serious injustice, I will take revenge at the next opportunity–no matter the cost.	○	○	○	○	○	○	○
If someone puts me in a difficult situation, I will do the same to them.	○	○	○	○	○	○	○
I make a special effort to help someone who has helped me in the past.	○	○	○	○	○	○	○
If someone insults me, I will behave insultingly toward them as well.	○	○	○	○	○	○	○
I am willing to incur costs to help someone who has helped me in the past.	○	○	○	○	○	○	○

In the following, we would like to know to what extent certain statements apply to you or not. Please note that there are no right or wrong answers–it is solely about your personal assessment. You can give your answers on a **scale from 1 to 7**. The value **1 stands for "do not agree at all"** and the value **7 stands for "fully agree"**. You can use the values in between to express gradations.

	1	2	3	4	5	6	7
I am willing to forego something that benefits me today in order to gain more in the future.	○	○	○	○	○	○	○
I tend to postpone tasks even when I know it would be better to do them right away.	○	○	○	○	○	○	○

B.2 Job Seeker Study

B.2.1 Online Presurvey

Introduction

Welcome to this survey!
In this survey, we ask you to answer a few short questions about your studies as well as your career plans and preferences. Please answer the following questions truthfully.

Studies and Career Plans

I am currently enrolled in

- Bachelor
- Master
- I am not (or no longer) studying *[leads to exclusion page]*

I am currently studying
[List of study programmes depending on previous answer + "Other" with free-text field]

We would like to know which types of jobs you would consider after completing your studies. By "job" we mean the type of activity and area of responsibility, as well as the industry or sector of the company.
Please indicate for which job you would **most likely** apply:
I would apply for a job in

- IT and Software Development
- Business and Management
- Marketing and Sales

Evaluation of the Provided Categories

Please indicate your level of agreement with the following statement using a value between 0 and 10. A value closer to 0 means you agree less, while a value closer to 10 means you agree more.

The categories *IT and Software Development*, *Business and Management*, and *Marketing and Sales* include suitable jobs for my career plans and preferences.

0	1	2	3	4	5	6	7	8	9	10
○	○	○	○	○	○	○	○	○	○	○

Which category would you have chosen if you had been free to pick any? *[Dropdown with IAB occupational groups + "Other" with free-text field]*

[List of IAB occupational groups as dropdown options]

- Production occupations
- Agricultural, forestry, and horticultural occupations
- Manufacturing occupations
- Technical production occupations
- Construction and finishing trades
- Personal services occupations
- Food production and hospitality occupations
- Medical and non-medical health occupations
- Social and cultural service occupations
- Commercial and business-related service occupations
- Sales occupations
- Occupations in corporate management and organisation
- Business-related service occupations
- IT and scientific service occupations

- Other economic service occupations
- Security occupations
- Transport and logistics occupations
- Cleaning occupations
- Humanities, social sciences, economic sciences
- Marketing, media, publishing, editorial occupations
- Product design, arts and crafts, creative professions
- Medical doctors
- Construction occupations
- Health and care occupations
- Other

Decision Scenario: Working Hours

Imagine you are applying for a new job and are offered two positions. If you have already worked before, imagine this is a job in the same occupational field as your last job. Both positions are identical in all respects except for the distribution of working hours. Please read the descriptions below.

Position 1:
This position comprises 40 hours per week. Working hours are Monday-Friday from 9:00 a.m. to 6:00 p.m. with a one-hour break.
This position pays the same salary as your last job.

Position 2:
This position also comprises 40 hours per week. Working hours vary between 7:00 a.m. and 8:00 p.m., and the schedule is set one week in advance by your employer.
The weekly schedule varies from week to week. You receive your schedule one week in advance. Working hours may be in the mornings through evenings, on weekdays, but not at night.

This position also pays the same salary as your last job.

Assume that for Position 2, you can negotiate your salary. What percentage more salary would the employer have to offer for you to prefer Position 2 over Position 1?

_____ %

Decision Scenario: Workplace Location

Imagine you are applying for a new job and are offered two positions. If you have already worked before, imagine this is a job in the same occupational field as your last job. Both positions are identical in all respects except for the place of work. Please read the descriptions below.

Position 1:
This position comprises 40 hours per week. The place of work is exclusively on-site in the office.
This position pays the same salary as your last job.

Position 2:
This position comprises 40 hours per week. In this position, you can flexibly choose between working in the office and working from home.
This position also pays the same salary as your last job.

Assume that for Position 1, you can negotiate your salary. What percentage more salary would the employer have to offer for you to prefer Position 1 over Position 2?

_____ %

Sociodemographic Information

How old are you?

Which gender do you identify with?

- Male
- Female
- Diverse

What is your mother tongue?

- German
- Austrian German
- Swiss German
- Arabic
- English
- French
- Greek
- Italian
- Polish
- Russian
- Spanish
- Turkish
- Ukrainian
- Other

Which languages do you speak fluently?

- German
- Austrian German
- Swiss German
- Arabic
- English
- French
- Greek

- Italian
- Polish
- Russian
- Spanish
- Turkish
- Ukrainian
- Other

Do you or your parents have a migration background?

- Yes
- No

B.2.2 Main Lab Study

Welcome and General Information

Please bear with us for a moment while we complete the technical preparations. Once all participants are ready, you will be automatically redirected.

[*Calibration of the eye trackers*]

Welcome and thank you for participating in this experiment!

- You are participating in an economic decision-making experiment.
- According to the KD²Lab's bylaws, no deception is used in this study. All information provided is truthful.
- Please read all instructions carefully. If you have any questions, please open the cabin door wide so we can assist you.
- The data collected in this part will be matched with the data from Part 1 (online study), so you do not have to re-enter all the data.

General Information

The study consists of **three parts**. Before each part, you will receive more detailed information.

Payment

- In this study, we use the virtual currency "ECU," which is ultimately converted into euros (10 ECU = 1 €).
- Fixed payout : You will receive 100 ECU for your participation.
- Additional compensation:
  - Part 2 offers you the opportunity to receive an additional payout of 30 ECU (more detailed information before Part 2).
  - If you complete the study carefully and answer the review questions correctly, you will receive an additional 20 ECU. If you answer more than one review question incorrectly, you will not receive any additional payment.

Immediately after completing the study, you will receive a link to an encrypted KD²Lab website where you can enter your bank details. These details will be stored separately from your study data. Please enter your bank details there immediately after completing the study so that the money can be transferred to your account promptly. Therefore, please do not close any windows on your screen until you have completed this process.
Please note: Payment is anonymous, meaning that all participants will only know their own payment and never that of other participants.

Part 1: Job Search and Application

Imagine you are looking for a job in the category **[*own job category*]**.
On the following screens, you will find job postings from a fictional job portal, based on real templates. They were designed by HR professionals specifically for this study.
Your task:
Step 1: Select potentially suitable job postings from the job titles.
Step 2: If you wish, read the selected job postings completely.
Step 3: Create a ranking of all selected job postings.

Ranking:

You assign rank 1 to the job ad you would most like to apply to, followed by rank 2, rank 3, and rank 4. In total, you can assign four ranks.

Whether an HR professional receives a bonus payment depends on whether you apply for the job posting they created. If at least one person applies for a job posting created by the HR professional, they receive a bonus of £1.00 (approximately €1.17). The likelihood of you applying for a job posting depends on its ranking.

- Rank 1: 40% probability
- Rank 2: 30% probability
- Rank 3: 20% probability
- Rank 4: 10% probability

Cost:

You can filter, select, and rank job postings on the job portal. Using the job portal incurs costs. The first four job postings you click on are free. After that, a fee is charged for each additional job posting you wish to view. This fee will be deducted from your final payout. The fee structure is shown in the table below:

# Job ad	5	6	7	8	9	10	11	12
Total costs	1 ECU	3 ECU	6 ECU	10 ECU	15 ECU	21 ECU	28 ECU	36 ECU

Work Task

After searching for a job, you will complete a simple task in Part 2. **This task is identical for all positions. You have 90 seconds** to complete the task.

You will press two keys alternately. The goal is to press the ”A” and ”B” keys on your keyboard alternately for two minutes as quickly as possible. You will receive one point each time you successfully press the ”A” key and then the ”B” key. Note that points are only awarded if the keys are pressed alternately: simply pressing the ”A” or ”B” key without alternating will not earn you any points. The keys must be pressed manually (keyboard combinations or automated programs/scripts for key input are not permitted), otherwise the task will not be recognized. You can

collect as many points as you wish.

Bonus: If you reach at least 200 points, you will receive a bonus of 30 ECU.

The HR professionals, in conjunction with the design of the job advertisements, designed the work environment. Specifically, the HR professionals were able to change the following two aspects:

1. Formal or informal language in the instructions and advertisements.
2. Team-oriented or competition-oriented feedback on their performance
    - Team-oriented: Information about your contribution to the performance within a team of three people.
    - Competition-oriented: Information about the ranking within the team of three people. You will see your own ranking.

The team members participated in a previous session of this study and will not receive any information about their performance.

Summary

- At the end of the study, the virtual currency "ECU" is converted into euros (10 ECU = 1.00 €).
- **Fixed payout**: 100 ECU for your participation.
- **Additional compensation**:
- Possible additional payment for Part 2.
    - Another 20 ECUs for Part 3 if you answer all the questions carefully.
    - You view and select job postings and create a ranking of all selected job postings.
- The HR employee receives a bonus payment, depending on their ranking.
- HR professionals adapted the language (formal/informal) and feedback (team-oriented vs. competitive) in job advertisements.

- You will then work on a task in which you alternately press the ”A” and ”B” keys.
- If you press the “A” and “B” buttons at least 200 times in a row, you will receive an additional payout of 30 ECU.

On the next page, we will ask you two questions to ensure you understand the task. You can reread the instructions on any of the following pages by clicking the gray ”Reread task” button below the ”Next” button.

Part 1: Comprehension Questions

Before you make decisions in the job portal, we have a few questions for you:
Which of the following statements is *not* correct?

- If I select more than four job ads to read, my costs increase with each additional job ad selected.
- I must assign four of the job ads I selected to ranks 1 to 4.
- The job ads were created completely at random. *[correct answer]*
- I should imagine that I am applying for a job in the category *[own job category]*.

To receive the additional payment, you must...

- ... press the “A” key as quickly as possible in succession.
- ... press the “A” and “B” keys alternately 200 times. *[correct answer]*
- ... press the “B” key 10 times in a row, then the “A” key.
- ... use a keyboard shortcut to press both keys simultaneously.

Part 1: Job Search in the Job Portal

The job portal consists of two pages.

Page 1

This page shows a list of the titles of all available job ads.

Buttons for subpages 1 to 4

The list has four subpages and you can switch between them by clicking buttons 1 to 4.

[*Animated GIF of buttons next to text*]

Selection of job advertisements

Clicking on a title highlights that job advertisement.

[*Animated GIF of titles next to text*]

Total costs and number of selected job advertisements

The total cost for your selection is displayed in the top right corner. The number of job postings already selected is shown directly above it.

Navigation to page 2

Once you have selected four job postings, a "Next" button will appear in the panel on the right. You can then decide whether you want to select more job postings or whether you want to go to the second page of the job portal.

[*Animated GIF of selection pane next to text*]

Overview Page 1

Part 1: Job search in the job portal

The job portal consists of two pages.

Page 2

On this page you can read all the job postings that you selected on Page 1.

Buttons for selecting the respective job advertisement (here with six job advertisements) You can select a location using the buttons on the left side of the screen, similar to Page 1.
[*Animated GIF of buttons next to text*]

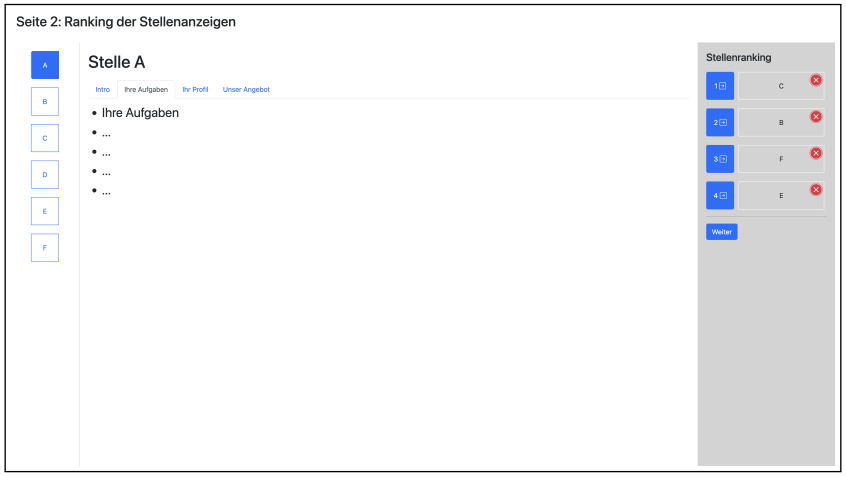
Tabs for switching between sections of the display In addition to the title, this page displays the full ad text, divided into **Intro, Tasks, Profile, and Offer**. Each section is described in a separate tab.

You can switch back and forth between job postings as you like and navigate between different sections within a posting.
[*Animated GIF of tabs next to text*]

Creating a ranking of job postings On the right side, you can assign a rank to the currently selected ad. The red cross in the upper right corner removes the ad from that rank. Clicking and dragging allows you to move the ad to a different rank position.

Before you finalize your ranking, we will inform you about your selection and give you the opportunity to change it. You can modify the job postings in your ranking as often as you like until you are satisfied with the result. Once you have finalized your selection, click the "Next" button below the ranking.
[*Animated GIF of ranking pane next to text*]

Overview Page 2



Following page 2, you will find information about the job posting you have been assigned to and the resulting work environment for you.

Part 1: Your selection and working environment

You submitted the following ranking of job postings:

- Position 1: [*Participant's choice for rank 1*]
- Position 2: [*Participant's choice for rank 2*]
- Position 3: [*Participant's choice for rank 3*]
- Position 4: [*Participant's choice for rank 4*]

You have been offered position [*Random draw result*]. The HR professional who advertised this position made the following decisions regarding the work environment:

The instructions use [formal/informal] language ([siezen/duzen]). The feedback on your task is [team-oriented: You will receive information about your contribution to the performance within a team of three people/competitive: You will receive information about your performance relative to three other people].

Part 2: Your Task

On the next page, you will perform the previously described task, in which you alternately press two buttons. If you would like to reread the instructions for this section, you can do so at the bottom of the page.

The goal of this challenge is to press the "A" and "B" keys on your keyboard alternately for 90 seconds as quickly as possible. You will receive one point each time you successfully press the "A" key followed by the "B" key. Note that points are only awarded for alternating key presses: pressing only the "A" or "B" key without alternating will not earn you any points. The keys must be pressed manually (keyboard combinations or automated programs/scripts for key input are not permitted), otherwise the challenge will not be recognized. You can collect as many points as you wish.

Part 2: Feedback

You have successfully pressed the "A" and then the "B" key **X times**.

Team-oriented feedback: With this, you have contributed X points to the team total of Y points.

Competition-oriented feedback: With this, you are ranked Z out of 4 within your team.

Since you have collected **[fewer than / at least]** 200 points, you **[do not receive any bonus / receive a bonus of 3€]**.

Part 3

Thank you very much! Before we conclude the study, we would like to ask you to answer a few more questions. Your answers are very important to us and help us improve the quality of our study. Please answer the questions honestly and carefully. Your responses are anonymous and will be treated confidentially.
In the following, we would like to learn about your **attitudes and opinions** on various topics. Please note that there are no right or wrong answers–it is solely about your personal assessments. You can give your answers on a **scale from 1 to 7**. The value **1 stands for "do not agree at all"** and the value **7 stands for "fully agree"**. You can use the values in between to express gradations.

	1	2	3	4	5	6	7
Language must be updated to reflect the spirit of the times.	○	○	○	○	○	○	○
It is important that you read the instructions and questions carefully. Please click "fully agree".	○	○	○	○	○	○	○
We should stop talking so much about equality and equal opportunities for men and women.	○	○	○	○	○	○	○
Gender-inclusive language (in particular the gender colon ":") is an important instrument for achieving equality between men and women.	○	○	○	○	○	○	○
Anglicisms should be used as little as possible in the German language.	○	○	○	○	○	○	○
It is appropriate to call the dish shown in the picture below "Zigeunerschnitzel".[3]	○	○	○	○	○	○	○

In the following, we would like to learn more about your attitudes and opinions on various topics. Please note that there are no right or wrong answers–it is solely about your personal assessments. You can give your answers on a **scale from 1 to 7**. The value **1 stands for "do not agree at all"** and the value **7 stands for "fully agree"**. You can use the values in between to express gradations.

	1	2	3	4	5	6	7
It is good that the legislator takes into account that not all people can be clearly assigned as male or female.	○	○	○	○	○	○	○
The fact that not all people clearly identify with their biological sex should be accepted in our society.	○	○	○	○	○	○	○
It is completely natural that there are also people who are born with both male and female physical characteristics.	○	○	○	○	○	○	○
Assignment to a gender is not that important for a person's development.	○	○	○	○	○	○	○
Schools and kindergartens should encourage children to engage in activities that are not typical for their gender.	○	○	○	○	○	○	○
It is important that you read the instructions and questions carefully. Please select "do not agree at all".	○	○	○	○	○	○	○
The fact that same-sex couples wish to have children should be accepted in our society.	○	○	○	○	○	○	○

In the following, we would like to learn more about your attitudes and opinions regarding forms

[3] ["Zigeunerschnitzel" (literally "Gypsy schnitzel") is a widely-known term for a traditional schnitzel with paprika-based sauce, including a derogatory label for Sinti and Roma and is considered discriminatory.]

of address in professional settings. Again, there are no right or wrong answers.
You can give your answers on a **scale from 1 to 7**. The value **1 stands for "do not agree at all"** and the value **7 stands for "fully agree"**. You can use the values in between to express gradations.

	1	2	3	4	5	6	7
I consider general use of informal address (“du”) in companies to be problematic.	○	○	○	○	○	○	○
I would like to address my future colleagues informally (“du”) from the very beginning.	○	○	○	○	○	○	○
I would feel uncomfortable if my supervisors addressed me informally (“du”) from the very beginning.	○	○	○	○	○	○	○
For me, using the formal address (“Sie”) is part of respectful interaction in the professional environment.	○	○	○	○	○	○	○
I find companies more likeable when everyone uses informal address (“du”).	○	○	○	○	○	○	○
I would feel uncomfortable if I had to address the colleagues in my department or team formally (“siezen”).	○	○	○	○	○	○	○
I would feel uncomfortable if my colleagues addressed me informally (“du”) from the very beginning.	○	○	○	○	○	○	○
I think using formal address (“Sie”) in professional settings is old-fashioned.	○	○	○	○	○	○	○
I think one must earn the right to be addressed informally (“du”) in a company.	○	○	○	○	○	○	○
If supervisors addressed me informally (“du”) from the very beginning, I would not feel taken seriously.	○	○	○	○	○	○	○
I find it silly when long-standing colleagues continue to address each other formally (“siezen”).	○	○	○	○	○	○	○
In my desired profession, informal address (“du”) is rare, and that is fine.	○	○	○	○	○	○	○
I do not want to be addressed informally (“du”) in my future profession (except in special cases).	○	○	○	○	○	○	○
If my future colleagues addressed me exclusively formally (“siezen”), I would feel lonely.	○	○	○	○	○	○	○
Companies in which everyone uses formal address (“Sie”) seem stiff to me.	○	○	○	○	○	○	○

Risk Preferences

How do you assess yourself personally: Are you generally a person who is willing to take risks, or do you try to avoid risks?
Please answer using the following scale, where 0 means "not willing at all to take risks" and 10 means "very willing to take risks". You can use the values in between to refine your assessment.

0	1	2	3	4	5	6	7	8	9	10
○	○	○	○	○	○	○	○	○	○	○

Reciprocity Preferences

In the following, we would like to know to what extent certain statements apply to you. Again, there are no right or wrong answers–it is solely about your personal assessment.
You can give your answers on a **scale from 1 to 7**. The value **1 stands for "does not apply at all"** and the value **7 stands for "fully applies"**. You can use the values in between to express gradations.

	1	2	3	4	5	6	7
If someone does me a favour, I am willing to reciprocate.	○	○	○	○	○	○	○
If I am treated with serious injustice, I will take revenge at the next opportunity–no matter the cost.	○	○	○	○	○	○	○
If someone puts me in a difficult situation, I will do the same to them.	○	○	○	○	○	○	○
I make a special effort to help someone who has helped me in the past.	○	○	○	○	○	○	○
If someone insults me, I will behave insultingly toward them as well.	○	○	○	○	○	○	○
I am willing to incur costs to help someone who has helped me in the past.	○	○	○	○	○	○	○

Time Preferences

In the following, we would like to know to what extent certain statements apply to you. Again, there are no right or wrong answers–it is solely about your personal assessment.

You can give your answers on a **scale from 1 to 7**. The value **1 stands for "does not apply at all"** and the value **7 stands for "fully applies"**. You can use the values in between to express gradations.

	1	2	3	4	5	6	7
I am willing to forego something that benefits me today in order to gain more in the future.	○	○	○	○	○	○	○
I tend to postpone tasks even when I know it would be better to do them right away.	○	○	○	○	○	○	○

References

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