

Main Experiment

SURVEY 1 BEGIN

[Consent Form (all)]

If you have any additional questions please let the facilitator know now. After beginning the survey, please keep additional questions until the end of the session to minimize disruptions. I have read this form and the research study has been explained to me. I have been given the opportunity to ask questions and my questions have been answered. If I have additional questions, I have been told whom to contact. I agree to participate in the research study described above and have received a copy of this consent form.

I consent

I do not consent <-{cannot continue}

Q1 Please enter the last three digits of your phone number: (This information will not be linked to any personally identifiable information)

Q2 Please fill in the following fields.

What is your age?

Q3 What is your marital status?

Single (1)

Married (2)

Widowed (3)

Divorced (4)

Q4 What is the highest education level you have achieved?

None (1)

Primary (2)

Secondary (3)

Middle (4)

Diploma (5)

Bachelor (6)

Masters (7)

Ph. D (8)

Other Post-Graduate (9)

Q5 Have you ever been employed?

Yes (1)

No (2)

Q6 Are you currently employed?

Yes (1)

No (2)

Q7 Is your wife currently employed?

Yes (1)

No (2)

Q8 What is your zipcode of residence?

don't know

Q9 How many children do you have?
(dropdown, 0-8+)

Q10 How many of the other participants in the room did you know before today's survey?

- 0
- 1-5
- 6-10
- 11-15
- 16-20
- 21-25
- 26-29

Q11 Based on your initial impressions, with how many of the other participants in the room would you guess you have a mutual friend?

- 0
- 1-5
- 6-10
- 11-15
- 16-20
- 21-25
- 26-29

Q12 We would like to ask you some questions related to employment and the Saudization of the labor market. If you are not sure about your answer, please answer to the best of your ability. All your answers are completely anonymous.

Q13 Do you agree with the following statement?

In my opinion, the current unemployment insurance system (Haafez) is good for the economy.

- Yes (1)
- No (2)

Q14 Do you agree with the following statement?

In my opinion, Saudi nationals should receive privileged access to job vacancies before expatriate workers.

- Yes (1)
- No (2)

Q15 On each of the following pages, you will be presented with a statement. First, you will be asked whether you personally agree with the statement. You will then be asked to guess how many of the other participants in the room agree with the statement. The participant who guesses most accurately across all the statements will receive a \$20 Amazon gift card.

Q16 Do you agree with the following statement? {Looped statement}

- Yes (1)
- No (2)

Q17 If you had to guess, how many people among the 29 other study participants in this room do you think agree with the same statement? {Looped statement}

- 0 (1)
- 1-2 (2)

- 3-4 (3)
- 5-6 (4)
- 7-8 (5)
- 9-10 (6)
- 11-12 (7)
- 13-14 (8)
- 15-16 (9)
- 17-18 (10)
- 19-20 (11)
- 21-22 (12)
- 23-24 (13)
- 25-26 (14)
- 27-28 (15)
- 29 (16)

Q18 How confident are you about your guess regarding the opinions of the other participants?

- 1 (1) <-Not at all confident
- 2 (2)
- 3 (3)
- 4 (4)
- 5 (5) <-Very confident

{Looped statements:

- 1) *In my opinion, the minimum wage for Saudis (SAR 3000) should be kept at its current level.*
- 2) *In my opinion, women should be allowed to work outside of the home.*
- 3) *In my opinion, a woman should have the right to work in semi-segregated environments.*

Q19 We will determine the overall prize winner after tabulating the responses. If you would like to receive a \$20 Amazon gift card reward in case you are selected as the winner, please enter your email below so that we may email you the reward code after the survey concludes (the winner will be sent a reward code within 5 business days):

*****SURVEY 1 END*****

*****SURVEY 2 BEGIN*****

Q20 If the facilitator has announced the start of the second survey, please continue. If not, please WAIT for further instructions before continuing.

Q21 This second survey continues our questionnaire on employment and the Saudization of the labor market.

-----**TREATMENT**-----

Q22 The charts on the following pages show the responses of the other participants in the room to the questions you just answered. Please carefully review all the information displayed before answering the question that follows. You may wish to position your device in landscape orientation for optimal display. Depending on your device, you may need to scroll to reach the bottom of the page where you will see the option to continue the survey.

//Embedded Feedback Links//]

Q23 Please read the following information about a software platform called [REDACTED].

(Description of the job-matching service.)

[REDACTED] provides an online platform and mobile app that connects Saudi women to job opportunities. [REDACTED] provides access to a large pool of job postings and to career fairs. You now have the opportunity to choose between two options:

- A) Sign your wife up for free access to the premium version of the [REDACTED] platform and app.
- OR
- B) Receive a \$5 Amazon gift card

{if A}:

Q24 You have chosen to give your wife free access to the premium version of the [REDACTED] platform and app. Please enter her contact information in the fields below. Your wife will be contacted directly by [REDACTED] to sign up for the service.

Wife's Name (1)

Wife's Email (2)

Wife's Phone Number (3)

{if B}:

Q25 You have chosen to receive a \$5 Amazon gift card. Please enter your email below so that we may email you the reward code after the survey concludes (within 5 business days):

Email (1)

Q26 What percent of private sector firms do you think have semi-segregated environments?
(0-100) %

Q27 Thank you for your participation. You will be invited to participate in a follow-up survey in the coming months.

SURVEY 2 END

-END-

Follow-up Script

Hello,

Am I speaking with {participant name}?

{if NO:} -> What would be the best way to reach them?

{record CONTACT/SCHEDULE info}

Thank you for your time! {-END CALL-}

{if YES, continue}

My name is _____ and I am calling to follow up about a study you participated in at the _____ about the Saudi labor market 3 months ago. This research is being conducted to understand the effect that new companies such as _____, which provide job opportunities for Saudi women, are having on the labor market. I would like to ask you a few more questions about the employment of you and your wife to conclude our study.

Please keep in mind that your participation is voluntary. The information you provide will remain completely anonymous and you will not be identified by any of the answers you provide during this call or the answers provided during the previous study session. This conversation is NOT being recorded but notes will be taken to record your answers. All information disclosed during this survey will be kept confidential and stored in a secure location. I can supply you with contact information regarding this study upon request.

Do you have any questions before we get started?

{Record CONSENT: YES or NO}

{If NO:} Thank you for your time. {-END CALL-}

{if YES, continue}

Ok, let's begin.

1. Are you currently employed? {YES/NO}

2. Was your wife employed 3 months ago? {YES/NO}

{if YES:} -> Was she working at home or outside the home?

*{if OUTSIDE:} -> Was this job outside the home more or less than 30 hours/week?
-> What was her occupation?*

3. Is your wife currently employed? {YES/NO}

{if YES:} -> Is she working at home or outside the home?

*{if OUTSIDE:} -> Is this job outside the home more or less than 30 hours/week?
-> What is her occupation?*

4. Has your wife applied for a job in the last 3 months? {YES/NO/UNCERTAIN}

{if YES:} -> Is this for a job at home or outside the home?

{if OUTSIDE:} -> Is this job outside the home more or less than 30 hours/week?

5. Has your wife been interviewed for a job in the last 3 months? {YES/NO/UNCERTAIN}

{if YES:} -> Is this for a job at home or outside the home?

{if OUTSIDE:} -> Is this job outside the home more or less than 30 hours/week?

6. Does your wife have any job interviews currently scheduled? {YES/NO/UNCERTAIN}

{if YES:} -> Is this for a job at home or outside the home?

{if OUTSIDE:} -> Is this job outside the home more or less than 30 hours/week?

7. What district in Riyadh do you live in?

8. If given the opportunity, would you sign up your wife for driving lessons?

For each statement, please tell me how many people you think would agree with the statement if we asked 30 randomly selected people from your neighborhood.

If we asked 30 randomly selected residents of your neighborhood if they agreed with the following statement, how many do you think would agree?

9. In my opinion, the minimum wage for Saudis (SAR 3000) should be kept at its current level.

What about the following statement?

{Looped statements:}

10. In my opinion, women should be allowed to work outside of the home.

11. In my opinion, a woman should have the right to work in semi-segregated environments.

Thank you—this concludes the questions in this follow-up survey. Thank you very much for your participation. Do you have any further questions?

{if participant has further questions:} -> I would be glad to provide you with further information describing the purpose of this study and the way the information you have provided will be used. Would you like me to send you a detailed information sheet by email?

{if YES:} -> What is your email address? {Record EMAIL}

{prompt for additional notes}

-END-

Online Survey

[Consent Form (all)]

I consent (1)

I do not consent (2) <-{cannot continue}

Q1 Please fill in the following fields.

What is your age? (1)

Q2 What is your marital status?

Single (1)

Married (2)

Widowed (3)

Divorced (4)

Q3 What is the highest education level you have achieved?

None (1)

Primary (2)

Secondary (3)

Middle (4)

Diploma (5)

Bachelor (6)

Masters (7)

Ph. D (8)

Other Post-graduate (9)

Q4 Have you ever been employed?

Yes (1)

No (2)

Q5 Are you currently employed?

Yes (1)

No (2)

Q5.1 (if Q5 == "Yes") Is this job at home or outside the home?

At home (1)

Outside the home (2)

Q5.2 (if Q5A == "Outside") Is this job outside the home more or less than 30 hours/week?

More than 30 hours/week (1)

Less than 30 hours/week (2)

Q6 Is your wife currently employed?

Yes (1)

No (2)

Q6.1 (if Q5 == "Yes") Is this job at home or outside the home?

At home (1)

Outside the home (2)

Q6.2 (if Q5A == "Outside") Is this job outside the home more or less than 30 hours/week?

More than 30 hours/week (1)

Less than 30 hours/week (2)

Q7 What city do you live in?

1. Riyadh
2. Jeddah
3. Mecca
4. Medina
5. Al Ahsa
6. Ta'if
7. Dammam
8. Buraidah
9. Khobar
10. Tabuk
11. Qatif
12. Khamis Mushait
13. Ha'il
14. Hafar Al-Batin
15. Jubail
16. Al-Kharj
17. Abha
18. Najran
19. Yanbu
20. Al Qunfudhah
21. Other

Q8 What district do you live in within {city}?

_____ (1)

Q8.1 What is your monthly household income (SR)?

- 0-3,000 (1)
- 3,000-6,000 (2)
- 6,000-9,000 (3)
- 9,000-12,000 (4)
- 12,000-15,000 (5)
- 15,000-20,000 (6)
- 20,000-25,000 (7)
- 25,000-30,000 (8)
- 30,000-40,000 (9)
- 40,000-50,000 (10)
- 50,000-75,000 (11)
- 75,000-100,000 (12)
- 100,000-150,000 (13)
- 150,000+ (14)

Q9 How many children do you have?

(dropdown, 0-8+)

-----CONTROL-----

We would like to ask you some questions related to employment and the Saudization of the labor market. If you are not sure about your answer, please answer to the best of your ability.

All your answers are completely anonymous.

Q10C In this question, you will be presented with **three** statements. Please read all three statements carefully and consider whether or not you agree with each statement. Then, please indicate the number of statements (from 0 to 3) that you agree with. Note that we are not interested in which statements you agree with, only **how many**.

{in randomized order}

1. *In my opinion, the minimum wage for Saudis (SAR 3000) should be kept at its current level.*
2. *In my opinion, the current unemployment insurance system (Haafez) is good for the economy.*
3. *In my opinion, Saudi nationals should receive privileged access to job vacancies before expatriate workers.*

How many of the statements above do you agree with?

- 0 (1)
- 1 (2)
- 2 (3)
- 3 (4)

On the following page, you will be presented with a single statement. First, you will be asked whether you personally agree with the statement. You will then be asked to guess how many of the other participants in the study agreed with the statement. The participant who guesses most accurately will receive a **\$50** Amazon gift card.

Q11C Do you agree with the following statement?

In my opinion, women should be allowed to work outside of the home.

- Yes (1)
- No (2)

Q12C There are 1500 total participants in this study who are all married Saudi males. These participants have been recruited from different cities across Saudi Arabia to be a representative sample of all married males in Saudi Arabia aged 18-35. If you had to guess, what percentage of the other participants do you think reported agreeing with the same statement?

In my opinion, women should be allowed to work outside of the home.

- 0-100 % (1)

Q13C How confident are you about your guess regarding the answers of the other participants?

- 1 (1) <-Not at all confident
- 2 (2)
- 3 (3)
- 4 (4)
- 5 (5) <-Very confident

Q14C We will determine the overall prize winner after tabulating the responses. If you would like to receive a \$50 Amazon gift card reward in case you are selected as the winner, please enter your email below so that we may email you the reward code after the survey concludes:

_____(1)

-----**TREATMENT**-----

We would like to ask you some questions related to employment and the Saudization of the labor market. If you are not sure about your answer, please answer to the best of your ability.

All your answers are completely anonymous.

Q10T In this question, you will be presented with **four** statements. Please read all four statements carefully and consider whether or not you agree with each statement. Then, please indicate the number of statements (from 0 to 4) that you agree with. Note that we are not interested in which statements you agree with, only **how many**.

{in randomized order}

1. *In my opinion, the minimum wage for Saudis (SAR 3000) should be kept at its current level.*
2. *In my opinion, the current unemployment insurance system (Haafez) is good for the economy.*
3. *In my opinion, Saudi nationals should receive privileged access to job vacancies before expatriate workers.*
4. *In my opinion, women should be allowed to work outside of the home.*

How many of the statements above do you agree with?

- 0 (1)
- 1 (2)
- 2 (3)
- 3 (4)
- 4 (5)

Q12T There are 1500 total participants in this study who are all married Saudi males. These participants have been recruited from different cities across Saudi Arabia to be a representative sample of all married males in Saudi Arabia aged 18-35. If you had to guess, what percentage of the other participants do you think would privately agree with the same statement?

In my opinion, women should be allowed to work outside of the home.

0-100 % (1)

Q13T How confident are you about your guess regarding the private opinions of the other participants?

- 1 (1) <-Not at all confident
- 2 (2)
- 3 (3)
- 4 (4)
- 5 (5) <-Very confident

-END-

Second National Online Survey

Q1 Please review the following consent form before proceeding with this survey.

[Consent for Participation in a Research Study]

Please indicate, in the box below, that you are at least 18 years old, have read and understand this consent form, and you agree to participate in this online research study.

I agree (1)

I do not agree (2)

Q2 What is your gender?

Male (1)

Female (2)

Q3 What is your nationality?

Saudi (1)

Non-Saudi (2)

Q4 What is your age?

Q5 What is your marital status?

Single (1)

Married (2)

Widowed (3)

Divorced (4)

Q6

What is the highest education level you have achieved?

Read and write (8)

Elementary (2)

Intermediate (9)

Secondary (3)

College (4)

B.Sc. or B.A. degree (10)

Master degree (13)

Doctorate (14)

Q7 Have you ever been employed?

Yes (1)

No (2)

Q8 Are you currently employed?

Yes (1)

No (2)

Display This Question:

If Are you currently employed? = Yes

Q9 Is this job at home or outside the home?

At home (1)

Outside the home (2)

Display This Question:

If Is this job at home or outside the home? = Outside the home

Q10 Is this job outside the home more or less than 30 hours/week?

More than 30 hours/week (1)

Less than 30 hours/week (2)

Q11

We will ask you a few questions about your household.

Is your wife currently employed?

Yes (1)

No (2)

Display This Question:

If We will ask you a few questions about your household. Is your wife currently employed? = Yes

Q12 Is this job at home or outside the home?

At home (1)

Outside the home (2)

Display This Question:

If Is this job at home or outside the home? = Outside the home

Q13 Is this job outside the home more or less than 30 hours/week?

More than 30 hours/week (1)

Less than 30 hours/week (2)

Q14 How many children do you have?

0 (1)

1 (2)

2 (3)

3 (4)

4 (5)

5 (6)

6 (7)

7 (8)

8 or more (9)

Q15 In which city do you live?

Riyadh (1)

Jeddah (2)

Dammam (3)

Other (4) _____

Q16 In which neighborhood do you live?

----- Randomization Arm 1 -----

Q17 Which of the following two statements do you agree with?

1. In my opinion, women **should be allowed** to work outside of the home.

2. In my opinion, women **should not be allowed** to work outside of the home.

I agree with statement 1 (1)

I agree with statement 2 (2)

Q18 Out of 100 randomly surveyed married Saudi men aged 18 to 45 in your city, how many would you guess agreed with the statement:

"In my opinion, women **should be allowed** to work outside of the home. "

----- Randomization Arm 2 -----

Q19 Do you agree with the following statement?

In my opinion, women should be allowed to work outside of the home.

I agree (1)

I do not agree (2)

Q20 Out of 100 randomly surveyed married Saudi men aged 18 to 45 in your city, how many would you guess agreed with the statement:

"In my opinion, women should be allowed to work outside of the home. "

----- End of Randomization -----

Q21 Think of the topic on whether women should be allowed to work outside of the home.

Is this a topic that is:

Very often discussed among your male friends and relatives (1)

Often discussed among your male friends and relatives (2)

Sometimes discussed among your male friends and relatives (3)

Rarely discussed among your male friends and relatives (6)

Very rarely discussed among your male friends and relatives (7)

End

Women Recruitment Survey I

General Observations and Surveyor Information

The following questions are meant to be answered by the caller.

What phone number are you calling?

Please select the option that contains the **last digit** of the phone number you are calling. Make sure that this is the same as the number you stated above.

0, 2, 4, 6, or 8

1, 3, 5, 7, or 9

What is your (caller's) name?

What is your (caller's) gender?

Male

Female

Surveyor Introduction

Hello. My name is X, and I work for [REDACTED], a survey company based in [REDACTED]. I am calling regarding a short-term job opportunity, paying between 25 and 30 Saudi Riyals per hour. Am I speaking with [respondent name here]?

If so: Do you have a few minutes to answer a few quick questions so that we can verify your eligibility for this opportunity?

If not: Is [respondent name] available, and if so, could you please put her on the phone?

Did the respondent answer the call and remain on the phone?

Yes

No

Other

Personal Information

What is your name?

Demographics

What is your age?

What is the highest level of schooling you have completed or the highest degree you have received?

Primary

Middle
Secondary
Vocational Training
4-year Bachelor's
6-year Bachelor's
Master's
Doctorate
Professional Degree

What is your marital status?

Single
Married

Have you ever worked for our company administering surveys before?

Yes
No

Have you ever worked for another company administering surveys before?

Yes
No

Previous Work Experience

Are you currently employed?

Yes
No

What is your occupation?

Do you work from home or outside of the home?

From home
Outside of home

How many hours a week do you work?

Have you ever worked outside of the home?

Yes
No

How many children do you have?

0
1
2
3
4
5
6

7
8 or more

First Job Offer

Our company is looking to hire surveyors for a part-time job opportunity. As a surveyor, you would work from home and make phone calls to collect surveys. The surveys are a 5-minute opinion survey of Saudi males about the Saudi entertainment industry. The pay will be between 25 and 30 Saudi Riyals per hour.

Would you be interested in working from home for this part-time job opportunity?

Yes
No

Thank you for your interest. We will contact you within the next week to follow-up with more information about the position.

End Call

Surveyor: Please thank the interviewee and confirm this is the end of the survey. Hang up with the interviewee.

Final notes

The following question is meant to be answered by the caller.

Did the woman talk with anyone else at any point during the call?

Yes
No

Please include any notes from the call: Did the woman speak with another person in the household? If so, what did they discuss?

If the woman spoke with anyone else during the call, could you tell if it was one of the following?

Husband
Child
Other

Please include any notes from the call: Did the woman have any questions? If so, about what?

Any other notes about the call?

-END-

Women Recruitment Survey II

General Observations and Surveyor Information

The following questions are meant to be answered by the caller.

What phone number are you calling?

Please select the option that contains the **last digit** of the phone number you are calling. Make sure that this is the same as the number you stated above.

0, 2, 4, 6, or 8

1, 3, 5, 7, or 9

What is your (caller's) name?

What is your (caller's) gender?

Male

Female

Surveyor Introduction

Hello. My name is X, and I work for [REDACTED], a survey company based in [REDACTED]. I am calling regarding a short-term job opportunity, paying between 25 and 30 Saudi Riyals per hour. Am I speaking with [respondent name here]?

If so: Last week you indicated interest in working from home. Do have a few minutes for a follow-up about the positions available.

If not: Is [respondent name] available, and if so, could you please put her on the phone? Did the respondent answer the call and remain on the phone?

Yes

No

Treatment

Before I describe the position I would like to tell you that our company supports Vision 2030, which encourages women to participate in the Saudi labor force. We would like to share some information about a recent study that may be of interest to you. In a recent survey of a national sample of about 1,500 married Saudi men aged 18-35, 82% agreed with the statement "In my opinion, women should be allowed to work outside of the home." This means that the vast majority of young married Saudi men support women working outside of the home.

#EditSection, TimingExplanation#

First Click: 0 #EditSection, TimingSeconds#

Last Click: 0 #EditSection, TimingSeconds#

Page Submit: 0 #EditSection, TimingSeconds#

Click Count: 0 #EditSection, TimingClicks#

Control

Before I describe the position I would like to tell you that our company supports Vision 2030, which encourages women to participate in the Saudi labor force.

#EditSection, TimingExplanation#
First Click: 0 #EditSection, TimingSeconds#
Last Click: 0 #EditSection, TimingSeconds#
Page Submit: 0 #EditSection, TimingSeconds#
Click Count: 0 #EditSection, TimingClicks#

Second Job Offer Decision

For the part-time job, two surveyor positions are available. As a surveyor, you would collect 10 surveys/day. The surveys are a 5-minute opinion survey of Saudi males about the Saudi entertainment industry. In the first position, you would work in a mall and speak with people face-to-face, and your salary would be 30 Saudi Riyals per hour/240 per day. In the second position, you would work from home and call people on the phone, and your salary would be 25 Saudi Riyals per hour/200 per day. All other direct expenses will be covered by [REDACTED]. If you're selected for the job, we'll give you a call within the next few days.

In which of these two options would you be interested?

Working in a mall at a salary of 30 Saudi Riyals per hour/240 per day
Working from home at a salary of 25 Saudi Riyals per hour/200 per day

Confirm Work

Thank you so much for your interest. We will follow up with you in the next few days.

End Call

Surveyor: Please thank the interviewee and confirm this is the end of the survey. Hang up with the interviewee.

Final notes

The following question is meant to be answered by the caller.

Did the woman talk with anyone else at any point during the call?

Yes
No

Please include any notes from the call: Did the woman speak with another person in the household? If so, what did they discuss?

If the woman spoke with anyone else during the call, could you tell if it was one of the following?

Husband
Child
Other

Please include any notes from the call: Did the woman have any questions? If so, about what?

Any other notes about the call?

-END-