

Appendix: Gender-inclusive language in labour markets: Lessons from a digital field experiment

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1 Details on case selection and power

We identified Prolific as the optimal platform to run our experiment due to the ease of reaching a large number of respondents, the flexibility in research design and practical implementation (allowing our alternating block design) as well as quality assurance.

A sample size of 1,000 would provide 500 participants per condition. Our power analysis showed that a sample size of 500 participants per condition (the number of German participants we could expect to recruit) to be underpowered, especially given the uncertainty about both the baseline (how many women apply for a masculine task) and how large the effect size would be. Expanding the sample to include another country, in this case, Italy, allowed us to double the expected sample size. However, even this held the risk of an underpowered sample, as the power analysis based on simulated data showed that the necessary sample size to reach the conventional level of 0.8 varied strongly depending on the location of the effect as well as the size of the effect. In other words, whether the share of women would increase from 25 percent to 30 percent (power of 0.76 with $n = 1,000$ per condition) or from 30 percent to 35 percent (power of 0.66 with $n = 1,000$ per condition). Even with the widening of the sample to reach 1,000 participants per condition, not all scenarios we simulated would have had conventional levels of statistical power. We accepted this based on the uncertainty of the potential effect size and the potential effect location – we could have enough power, but it was not guaranteed. We decided against including a third country (such as France or Spain) to increase the sample size. As explained below, whilst

Spain and France both have languages with a grammatical gender, they are different to Germany and Italy in terms of their linguistic institutions and stances on GIL, as well as how masculine the culture is.

The decision to include another country was based on ample evidence that gender-inclusive language (GIL) operates similarly across languages and countries. Studies in many languages (including Dutch, French, German, Italian, Polish, and Spanish) have shown that using GIL increases the visibility of women (Bojarska, 2011; Gygax et al., 2008; Horvath et al., 2016; Kaufmann & Böhner, 2014; Redl, 2020).

Both German and Italian have the strongest possible gender marking, as they are grammatical gender languages. Thus, there are not only gender-marked pronouns but also gender-marked nouns. A researcher is a female researcher (*Forscherin/ricercatrice*) or a male researcher (*Forscher/ricercatore*). Therefore, both languages have a similar potential for using GIL.

Regarding the formal regulation of language, they are also comparable: Italy has *L'Accademia della Crusca*, which is in favour of GIL as such, if not the ‘radical’ forms of the asterisk or schwa (ə (singular) and 3 (plural)) (see Formato (2019, 121) and D’Achille (2021)). They support the pair form, i.e., *ricercatore e ricercatrice* or *ricercatrice e ricercatore*. This mirrors the situation in Germany with the *Rat für deutsche Rechtschreibung*, which also recognizes the need for GIL without supporting non-standard spellings (“Orthografisch nicht normgerechte Wort- und Satzbildungen” (*Rat für deutsche Rechtschreibung*, 2021)) such as the asterisk (known as the gender star) or the colon (AG “Geschlechtergerechte Schreibung”, 2018). In short, both institutions have a guiding, non-prescriptive function and see GIL as necessary whilst also emphasizing the need to respect grammatical rules.

Furthermore, both Germany and Italy score in the top third of masculine cultures according to Hofstede et al. (2010, 141), with scores of 66 and 70 respectively. Hofstede’s dimension of femininity versus masculinity captures the workplace gender roles in a given country. The masculine pole is strongly identified by the importance placed on earnings and career advancement, whereas the feminine pole is characterized by a good working relationship with your superior and cooperation (Hofstede et al., 2010, 139).

France and Spain, despite also having grammatically gendered languages, score lower on Hofstede’s masculinity score (43 and 42, respectively) (Hofstede et al., 2010, 142f.). Moreover, the institutional setting is a different one. *L’Accademia della Crusca* in Italy and the *Rat für deutsche Rechtschreibung*

in Germany support the use of pair forms, whilst the *Real Academia Española* in Spain (Formato, 2019, 121) and the *Académie Française* in France are strongly opposed to any kind of GIL (Académie Française, 2017, 2021). Not only do the French and Spanish institutions oppose GIL, but they also hold a different influence. The *Académie Française* publishes a dictionary and is tasked with providing language rules (Académie Française, n.d.) and the *Real Academia Española* collaborates with the academies in other Spanish speaking countries to create a Spanish dictionary (Real Academia Española, n.d.). The German and Italian institutions both do not produce a dictionary. The prescriptiveness of the French academy compared to the Italian (with the Spanish forming the middle ground) is also noted by Ross (2004) using the example of the treatment of English words.

Finally, Italy and Germany score very similarly on the EU Gender Equality Index using data for 2022 (European Institute for Gender Equality, 2024, 86). The EU average score is 71.0, with Germany scoring 72.0 and Italy 69.2. In comparison, Spain scores 76.7 and France scores 76.1.

2 Number of participants

We used an alternating block design to advertise our study. This meant that only one job advertisement version was online at a time. Each day was divided into four sessions, each with a target of 50 participants (25 per country), running from 8:00 to 18:00, with each session lasting 1 hour and 45 minutes, separated by 60-minute breaks. In practice, this meant activating and closing eight separate surveys per day for ten days.

Once the experiment was underway, we realized that reaching the target sample size would not be feasible as participation during the German sessions consistently fell short (Figure 2.1). We implemented two strategies to increase the number of participants per session.

First, we extended the time slots by 30 minutes from session 4 (GM) onwards. This reduced the break in between sessions, which was required to block previous participants from participating in subsequent surveys. Second, we tried to recruit more Italian participants to compensate for the lack of German participants. Our plan was to pool the results for Germany and Italy, so we prioritized reaching our target participant size over keeping the balance between German and Italian participants even. We used this approach for sessions 6 and 7 for both conditions. However, we worried about

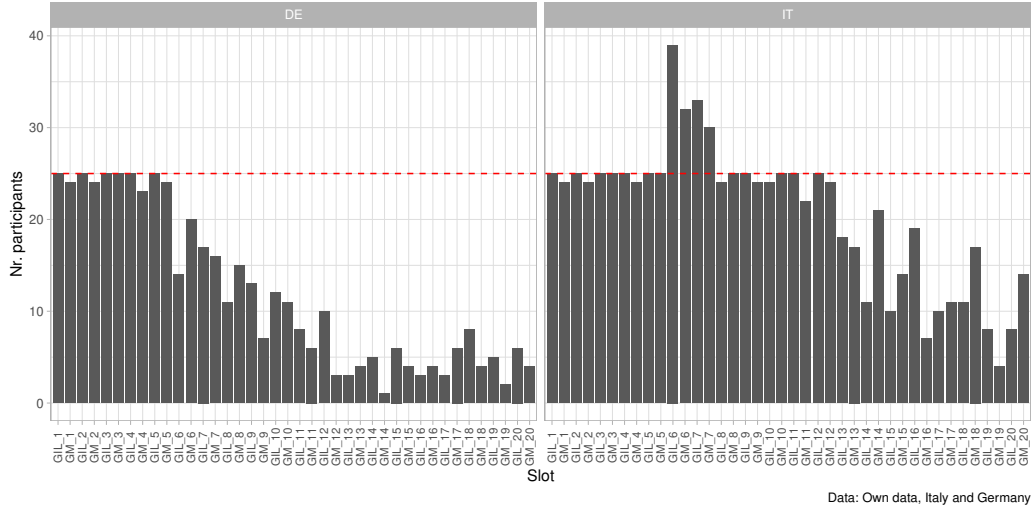


Figure 2.1: Number of participants per session and country. The red dotted line shows the target of 25 participants per country.

prematurely exhausting the Italian participant pool, which would undermine our alternating block design. Therefore, only sessions 6 and 7 of each condition recruited more Italian participants, and we reverted to our original recruitment strategy for the subsequent sessions. By the end of the field time, we did not reach our target number of participants.

We did not extend the field time because the strong slowing down of participation suggested to us that the participant pool was drying up. More field time would therefore not produce more participants. Moreover, we did not rerun the experiment at a later time because we were worried about unexpected events that could affect the behaviour of participants, particularly their attitudes towards GIL, especially given the changing dynamics and discourse around GIL. This was indeed the case for Germany, the sample with which we had the most problems recruiting participants. For example, on 14 July 2023 the Council for German Orthography (Rat für deutsche Rechtschreibung) published a new statement on the use of GIL ([Rat für deutsche Rechtschreibung, 2023](#)). Moreover, on 6 July 2023 Sachsen implemented new rules on the use of GIL at school and at the beginning of the school year 2023 Sachsen-Anhalt sent a “Schulleiterbrief” which emphasized that GIL was not permitted ([Unabhängige Bundesbeauftragte für Antidiskriminierung, 2024](#)). These events may have shaped the perception of GIL in

Germany and in turn impacted the findings of our experiment.

3 Demographic data and additional questions

After completing the tasks, the participants completed a series of survey questions. These covered basic demographic information on *gender* (recorded as female, male or other with an open text field to specify), *age* (in years using a drop-down menu), and *education* (using country-specific categories and later collapsed into low, medium and high education). We also asked about *interest in gender issues* (“How interested are you in general in gender issues?”; 1 = not at all to 7 = very much), *attitude towards GIL* (“What is your opinion about using GIL in German [Italian]?”; 1 = very positive; 7 = very negative), and *use of GIL* (yes – only in writing/yes – only in speech/yes – in speech and writing/no, recoded as a dummy). These questions on behaviour and attitudes towards GIL can reveal any differences in responses to GIL based on one’s own behaviour and attitudes as well as provide an indication of how familiar participants are with GIL.

As an alternative operationalization of gender (Lindqvist et al., 2021) and because gender identity has proven to be a stronger predictor of attitudes towards GIL in Swedish than gender category (Gustafsson Sendén et al., 2015), we also measured gender identity. In other words, the response towards GIL may depend on how strongly you identify with your gender, not what your gender is per se. *Gender identity* was measured using a validated sub-scale from the Luhtanen & Crocker (1992) collective identity scale which was also used by Gustafsson Sendén et al. (2015). The German translation from Bohner & Sturm (1997) was adapted to be non-binary inclusive. Four items were used (“Overall, my gender identity has very little to do with how I feel about myself; My gender identity is an important reflection of who I am; My gender identity is unimportant to my sense of what kind of person I am; My gender identity is an important part of my self-image.”; 1 = strongly disagree and 7 = strongly agree. The first and third items were reverse coded). We also asked about *political orientation* (“On a political scale from left to right, where is your position?”; 1 = clearly to the left, 7 = clearly to the right.) as there is a link between attitudes towards GIL and political orientation (Burnett & Pozniak, 2021; Formanowicz et al., 2013; Gustafsson Sendén et al., 2015).

To gauge whether participants picked up on whether GIL was used and

whether this was important to them, we also probed *motivation to apply* by including an open text field that asked: “Generally speaking, what information from the study advertisement made you apply for the study?” Finally, a manipulation check was included at the end, asking whether participants saw the other condition (which may be possible if participants see one task when it goes live but do not do it and see it again, potentially under the other condition, later). We included this manipulation check because participants who saw both of our advertisements would likely be aware of what our treatment was. Participants who reported seeing the other condition were also flagged. In total, the entire task and subsequent survey were designed to take 10-13 minutes.

4 Maths task

An example of the maths task is:

A wizard has a 1 in 16 chance of killing a troll with his fireball, and can throw one fireball every minute. A hobbit has a 1 in 12 chance of killing the troll with his sword and can strike twice per minute. An elf has a 1 in 6 chance of shooting the troll with his bow and can shoot once per minute. A ranger has a 1 in 8 chance of killing a troll with his fists and can punch twice a minute. Who will kill the troll first?

- The wizard
- The hobbit
- The elf
- The ranger

5 Gender ratio on Prolific

We had no data on the gender composition of all the participants online at any one time. Not knowing the gender distribution of Prolific’s participant pool has two implications. First, it means we do not know how many women chose not to participate. Let us assume we find that 50 percent of participants are women and 50 percent are men. If there are (hypothetically) 100 potential participants (50 women and 50 men) and we advertise ten slots to participate in a task, then 5 women and 5 men would participate. Women then have a

participation ratio of 1 in 10, as do men. However, if there are 30 women in the potential participant pool and 70 men, and the ten advertised slots are filled with 5 women and 5 men, we have a participation ratio of 1 in 6 for women and 1 in 14 for men (and vice versa if there are 70 women and 30 men). In all three scenarios, the share of women participants is the same (50 percent), yet the participation ratio is not. Second, we do not know when the pool of women participants has been exhausted. There may be no difference in the share of women in the two treatment conditions because all women who could participate do so in both conditions. This would mean the share of women participants who participate in our task reflects the actual share of women on Prolific. To ensure a uniform entry into the study, we advertised each job at different times of day and on different days, which should balance out any differences in activity between women and men (also regarding other characteristics, e.g., who is active in the mornings versus evenings). This means that whilst we do not know for sure how many women chose not to do the job, the number of women in the pool of potential participants should be (roughly) the same and differences in not choosing the job should be reflected in the number of women choosing the job.

6 Attention check

Our attention check was as follows:

Three people go into town together. The first person goes by bus and takes 10 minutes. The second person walks and takes 15 minutes. The third person rides a bicycle and takes 5 minutes. To ensure data quality, please click 25 minutes.

- 5 minutes
- 10 minutes
- 15 minutes
- 25 minutes

7 Women and non-binary people

We fully acknowledge that gender is not binary. We chose to focus on women because we are building on literature based on the dichotomy between mas-

culinity and femininity. Stereotype threat is induced by something being seen as masculine and the belief that women specifically are bad at it. There is a lack of research on stereotype threat for non-binary people, which must be remedied in the future. In total, 21 non-binary people participated in our study: 6 after a GIL advertisement and 15 after a GM advertisement.

We do not include non-binary people in our analysis as the numbers are too small to draw inferences from. Future research should look more specifically into the effect of GIL for non-binary people, especially to what extent non-binary people actually identify with and feel included by GIL that follows a feminization strategy rather than a neutralization strategy, i.e., making gender more, instead of less, visible ([Gabriel et al., 2018](#)).

8 Additional analyses

8.1 Descriptives

In the following we provide a breakdown of the descriptive characteristics for different sample compositions. Figure [8.1](#) shows the distribution of gender (male or female), age (in years), level of education (university or not), political orientation (left to right scale), strength of gender identity, interest in gender issues, use of GIL, and attitude towards GIL.

Figure [8.2](#) and Figure [8.3](#) show these attributes across conditions for the first treatment (task advertisement on Prolific) and second treatment (task description on Qualtrics) respectively. We see similar patterns for both conditions in both treatments, indicating that the randomization was successful.

Figure [8.4](#) shows the distribution for Germany and Italy. Figure [8.5](#) shows the distribution by gender (female/male).

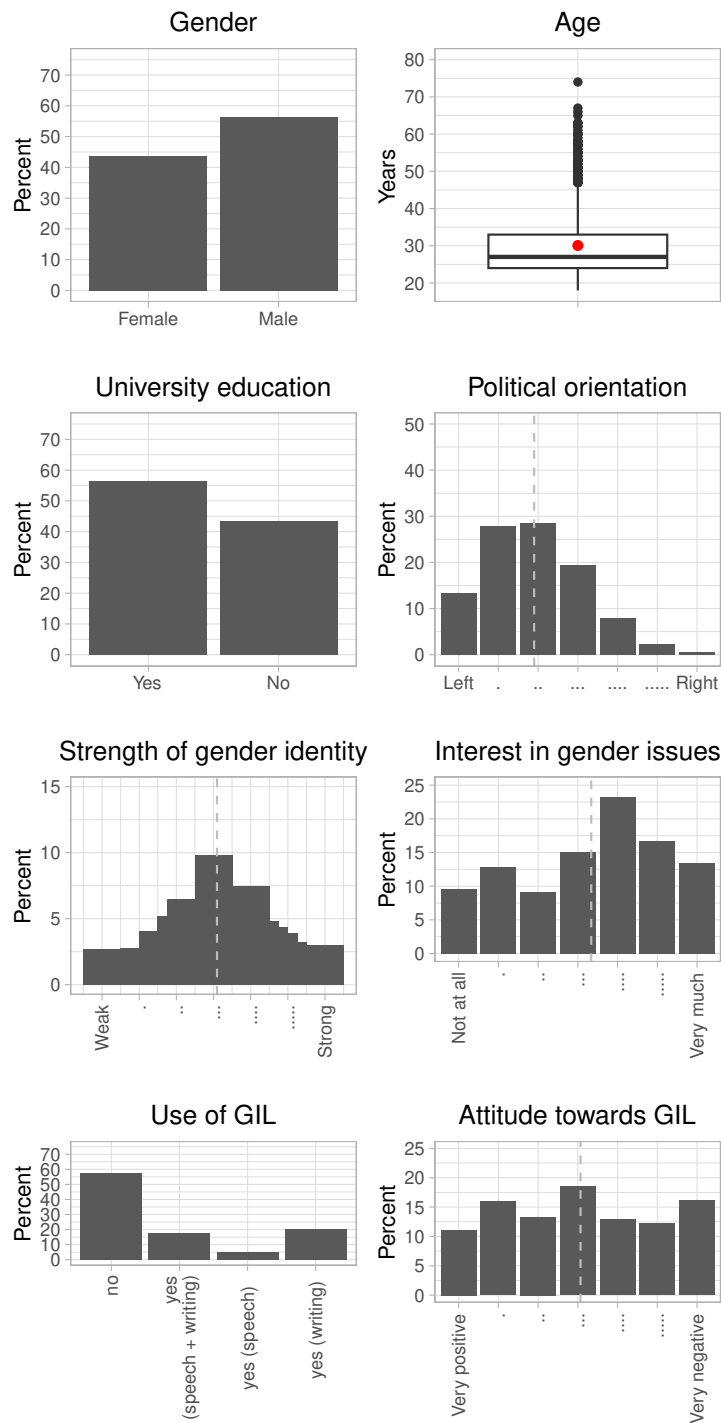


Figure 8.1: Descriptive variables. n=1,300

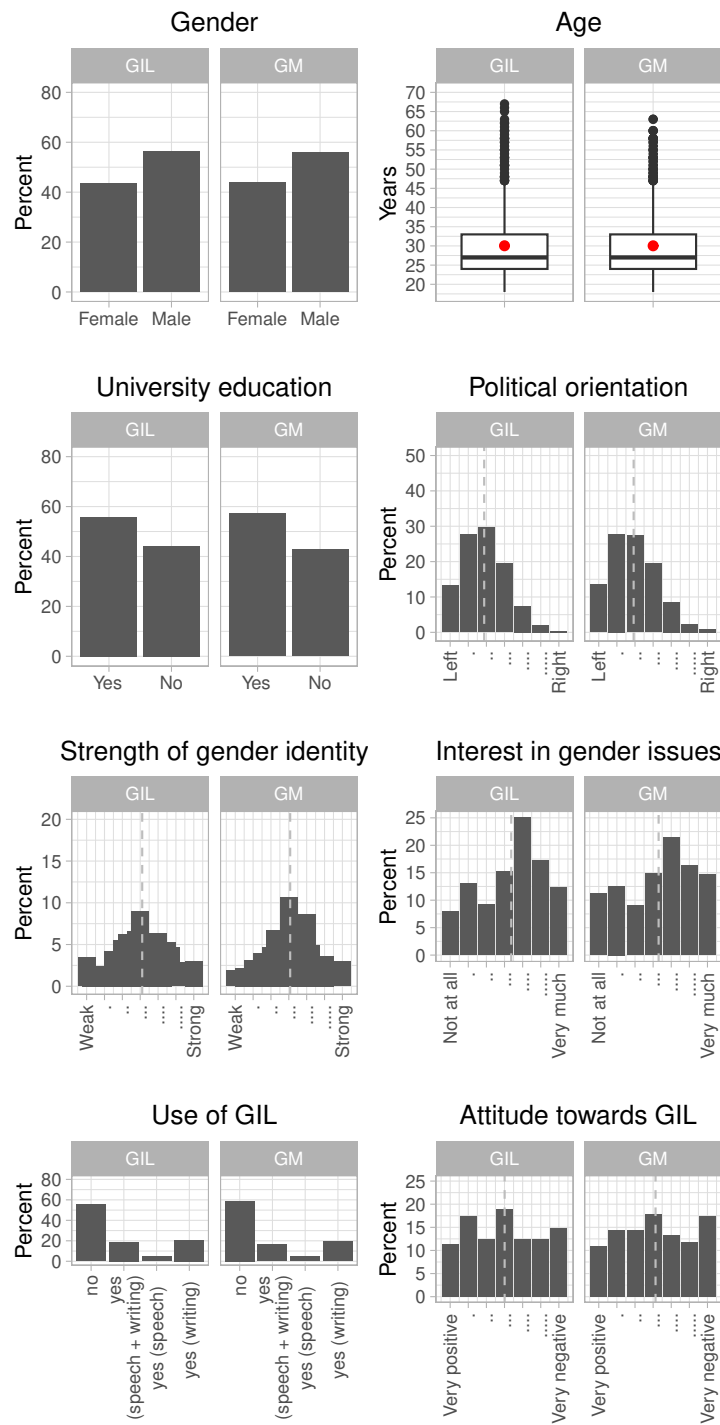


Figure 8.2: Descriptive variables by task advertisement treatment. GIL n = 664, GM n = 636

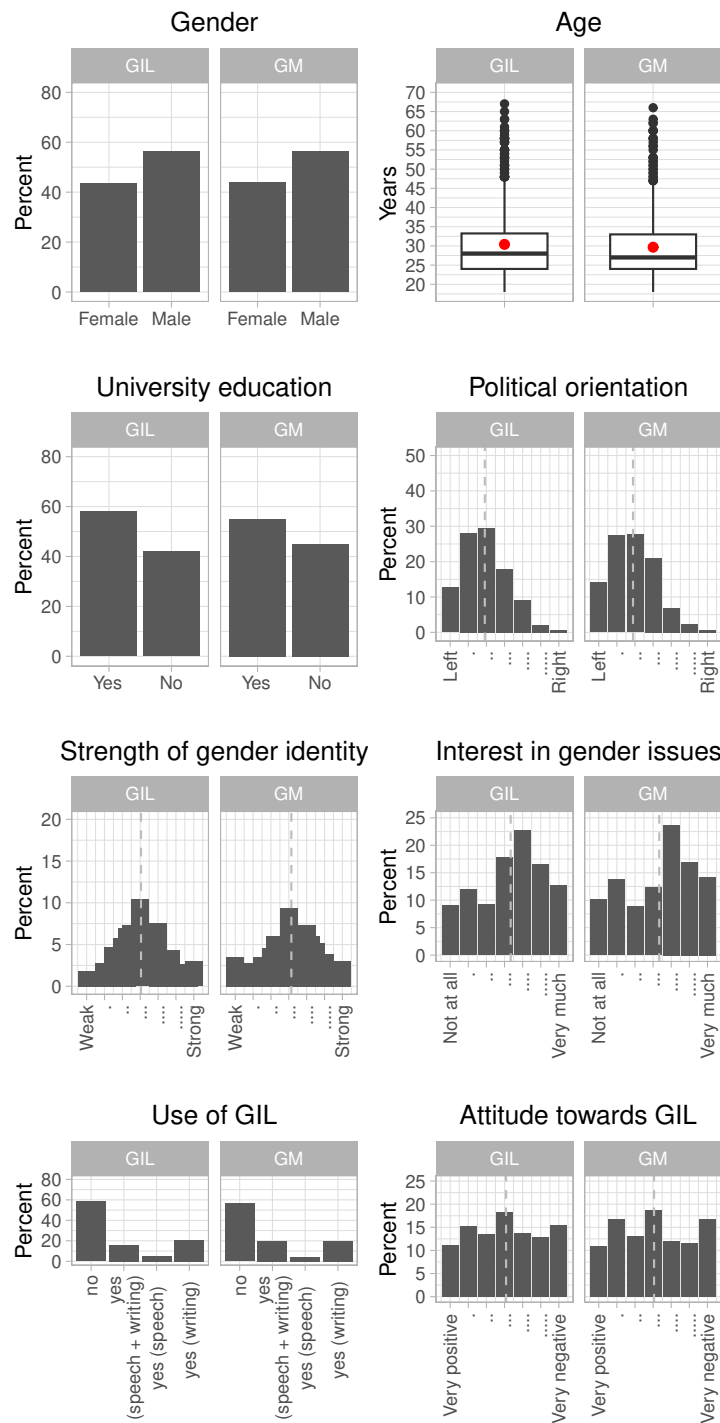


Figure 8.3: Descriptive variables by task description treatment. GIL n = 646, GM n = 654

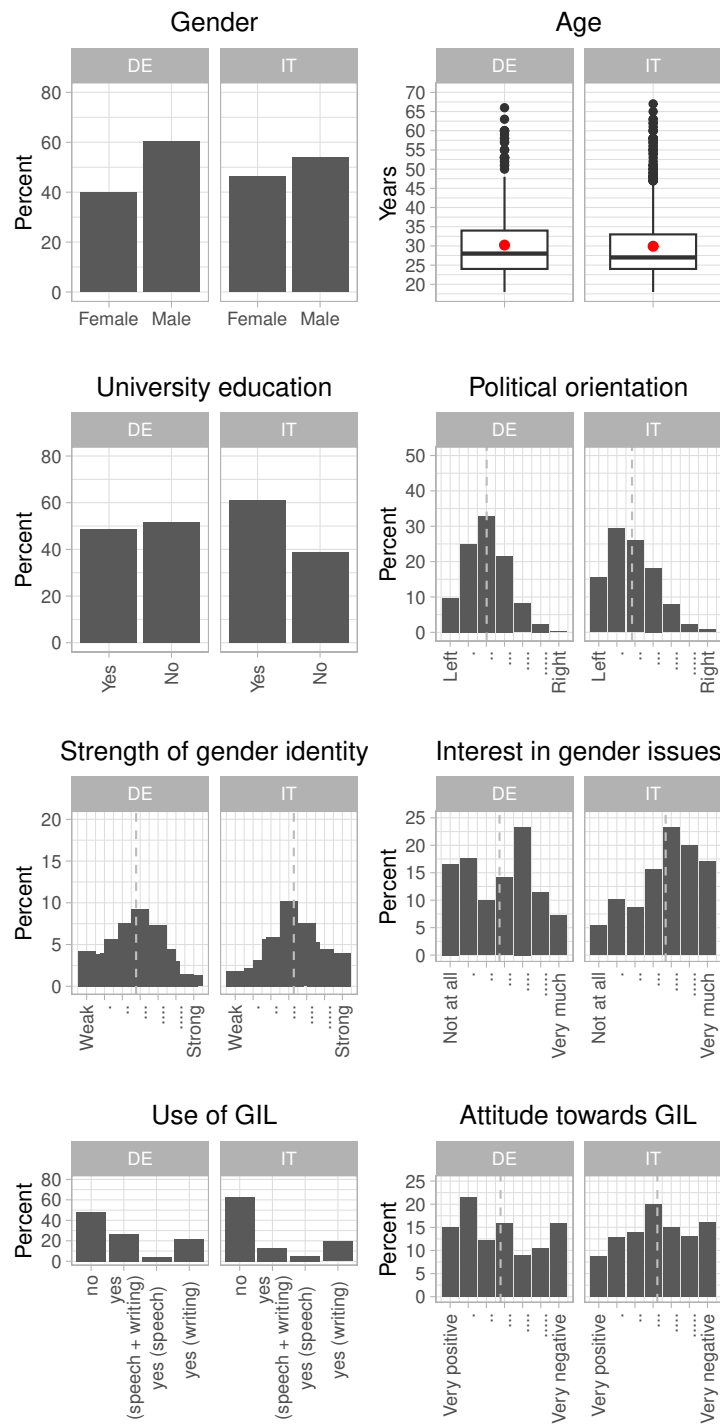


Figure 8.4: Descriptive variables by country. Germany $n = 476$; Italy $n = 824$

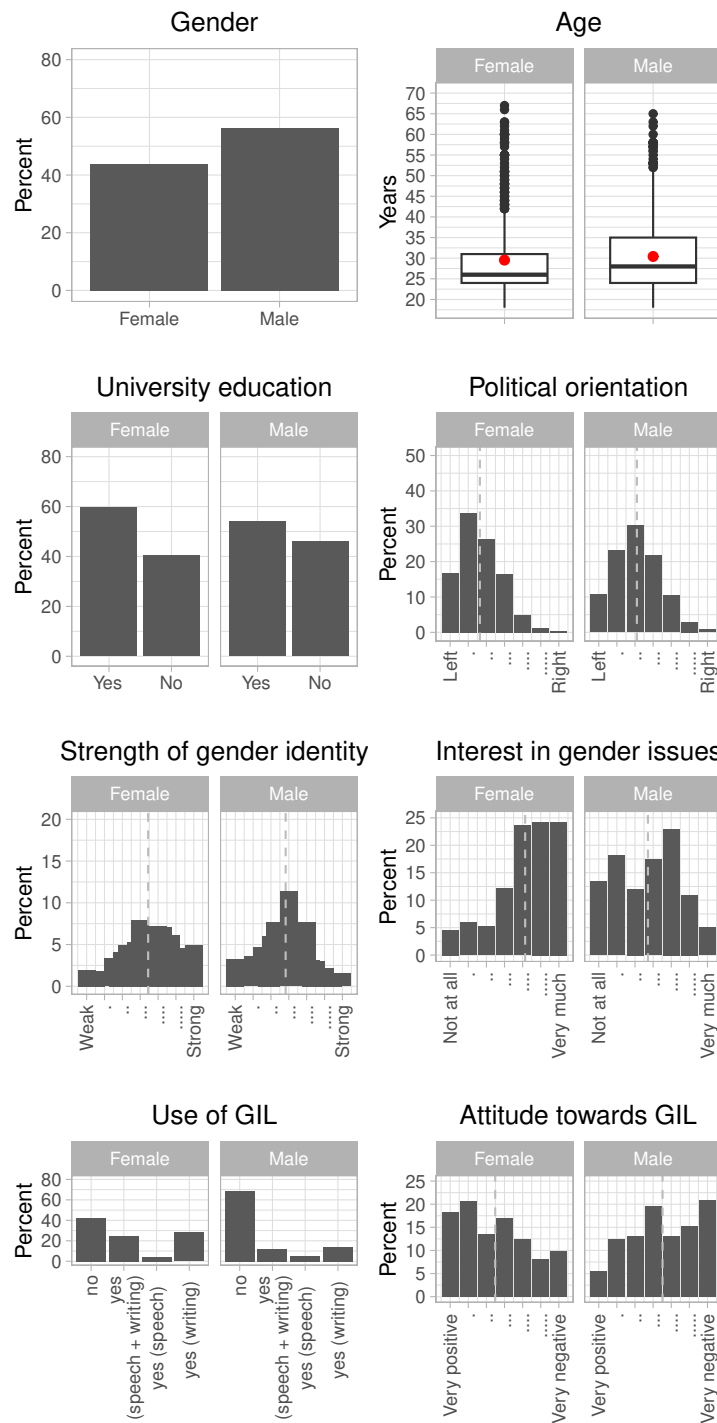


Figure 8.5: Descriptive variables by gender. Women n = 569; Men n = 731

8.2 Country splits

Table 8.1: Performance analysis by country

Treatment	Country	Gender	GM	GIL	t	df	p value
Task advertisement	Germany	Women	3.89	3.34	2.33	186.46	0.02*
		Men	4.57	4.42	0.78	283.97	0.43
	Italy	Women	3.33	3.29	0.29	377.95	0.77
		Men	4.23	4.23	0	440.64	1.00
Task description	Germany	Women	3.69	3.51	0.75	185.68	0.46
		Men	4.61	4.37	1.2	284.44	0.23
	Italy	Women	3.38	3.24	0.96	377.97	0.34
		Men	4.23	4.22	0.07	435.43	0.95

Note: * $p < 0.05$

In addition to the pre-registered analyses using a pooled sample we also conducted the same set of tests for each country individually (see Table 8.1). First, we tested women’s and men’s performance conditional on the task advertisement. In Germany, women who saw the GIL advertisement performed slightly worse compared to women who saw the GM advertisement and this difference was statistically significant. This pattern repeats itself for men in Germany and women in Italy, yet not at a statistically significant level. There was no performance difference for men in Italy.

Second, we tested women’s and men’s performance conditional on the task description. There is a similar pattern of slightly worse performance after a GIL task description, compared to the GM task description, for women and men in Germany, and women in Italy. However, the differences are not statistically significant. For men in Italy, the difference in performance between conditions was negligible.

8.3 Exploring open-ended questions

8.3.1 Motivation for participation

Finally, we asked participants to share their general motivation for participating using an open question. The answers were coded by topic, with multiple answers possible per participant. Eighty-four percent of all participants provided some kind of response. Figure 8.6 shows that the most

common motivation provided was the maths aspect, although this likely reflects a high level of social desirability (i.e., if you are paid to complete a maths task, you are likely to say you participated because you like maths). This is followed by the monetary reward (either the pay or the bonus) as well as the desire to take on a challenge or test oneself. Other reasons included curiosity or interest in the task or the short time it required to complete it.

Overall, there is a noticeable number of people (17 percent) whose motivation was either the pay or the bonus. Differentiating by gender, more men were motivated by the maths aspect and the money, whereas slightly more women were motivated by the challenge the task holds (see Figure 8.7). The challenge involved and the task were mentioned slightly more often by Italians, whilst more Germans referenced the maths aspect and the remuneration (see Figure 8.8). The following statement sheds light on the dynamics of Prolific:

Studies on Prolific fill up so fast you don't have time to read the description.... so just the fact that it was offered to me, had I known in advance what it was about, I wouldn't have clicked on it because math...annoys me let's say. Kind regards¹ (woman)

Only seven participants (all Italian) mentioned the use of GIL as a reason for completing the task. The (lack of) effect of the job title becomes apparent in the following comment:

I enjoy math, and that's what it should be about. In addition, a performance-related bonus was promised, and I like challenges. The fact that GIL was used in the call for participation is something I find positive but I probably would have participated without it.² (man)

A few participants in the Italian sample also stated that they only participated because they saw the advertisement multiple times.

¹“Studien bei Prolific sind so schnell voll, dass man keine Zeit hat, die Beschreibung zu lesen.... also einfach die Tatsache, dass sie mir angeboten wurde, Hätte ich vorab gewusst, warum es geht, hätte ich sie nicht angeklickt, da Mathe mich sagen wir, sauer macht. LG”

²“Ich habe Spaß an Mathe, und darum sollte es ja gehen. Außerdem wurde ein erfolgsabhängiger Bonus in Aussicht gestellt, und ich mag Herausforderungen. Dass in der Aufforderung zur Teilnahme gegenderte Sprache verwendet wurde, empfinde ich als positiv, aber ich hätte wahrscheinlich auch ohne teilgenommen.”

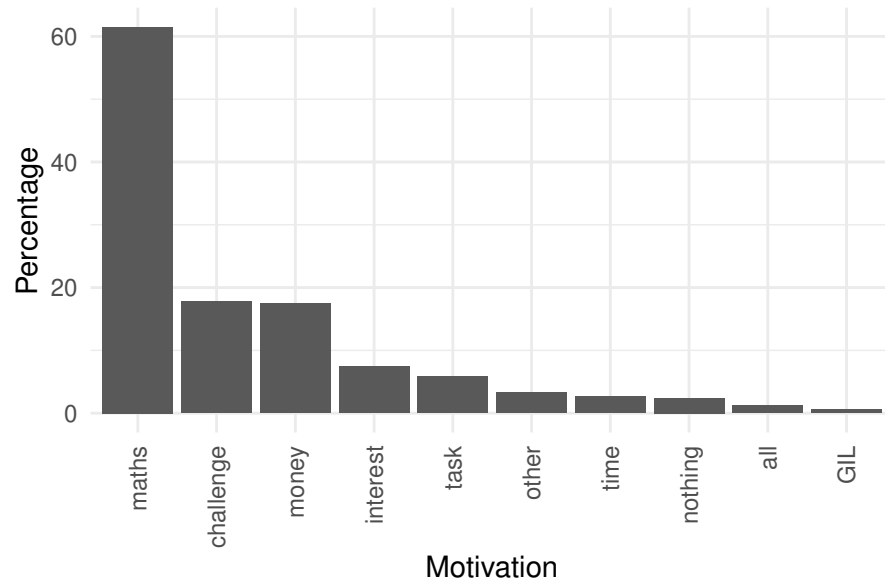


Figure 8.6: Motivation for doing this task on Prolific. n = 1109.

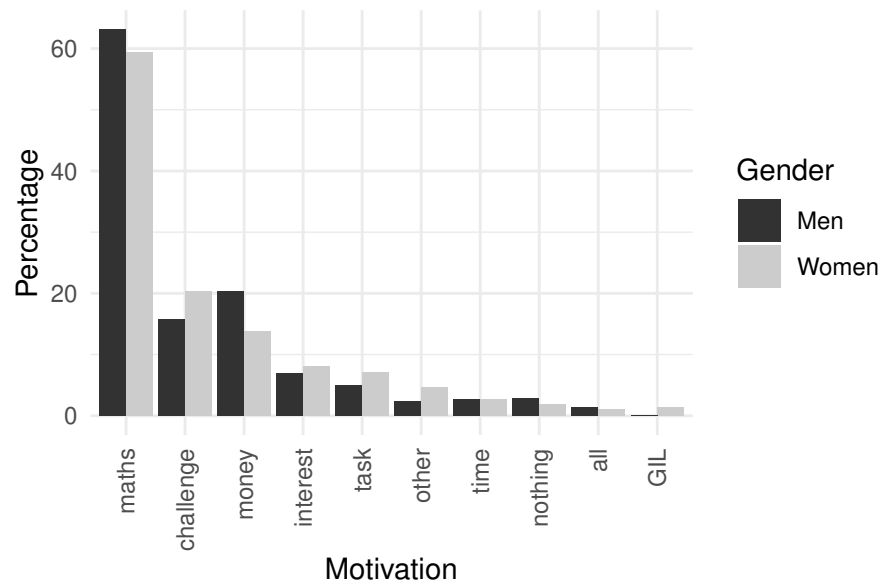


Figure 8.7: Motivation for doing this task on Prolific by gender. Women n = 480; Men n = 629

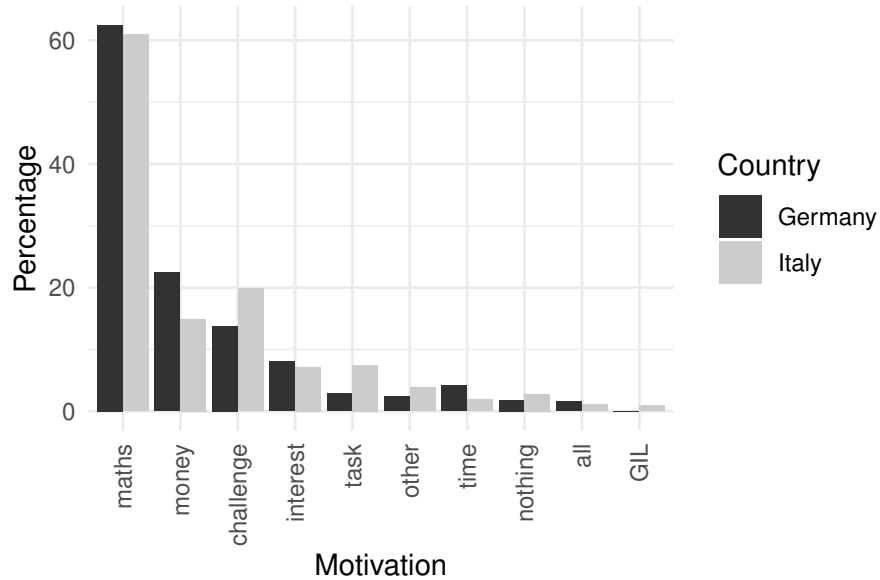


Figure 8.8: Motivation for doing this task on Prolific by country. Italy $n = 725$; Germany $n = 384$

8.3.2 Comments and feedback

The last question of the survey asked for any comments or feedback. One hundred fifty-four people provided comments or feedback that went beyond saying no, thank you, or wishing us good luck (37 in Germany and 117 in Italy). Four broad themes were identified: not noticing or remembering whether GIL was used (13 Germans, 12 Italians); having too little time to complete the maths questions (26 Italians, 2 Germans); the maths questions being too difficult (4 Italians, 4 Germans); criticism of GIL (5 Germans, 12 Italians). Only three people made positive comments about GIL (2 Germans, 1 Italian).

The criticism levelled against GIL indicates that it triggers emotions such as annoyance. There are also references to identity and culture, which is part of the reasoning why the increase in the use of GIL is unexpected for Germany (Waldendorf, 2024). The lack of positive comments could indicate that GIL triggers more negative reactions than positive reactions, something which could be investigated in future work. The following is an example of a comment left by a male participant: “Enough of this nonsense about

inclusive language. Social inclusion is achieved by giving those who do not have what they need, and not through linguistic contrivances that keep the poor poor*.”³ There are also women who see GIL critically, as the following quote shows: “I find gender-inclusive language unnecessary and annoying. It makes speaking and reading unnecessarily difficult and I get annoyed every time I’m confronted with it...”⁴

One of the few positive comments, in this case made by a woman, read: “I think gender inclusive language can be useful in making more people feel included although I think it has limitations. Currently it is the best way we have to make as many people feel included as possible, but we would need to find another way that can be accepted to a greater extent by the population, especially by earlier generations.”⁵

9 Experimental material

The following pages show the study advertisement from Prolific.

³“Basta con queste sciocchezze sul linguaggio inclusivo. L’inclusione sociale si realizza dando a chi non ne ha ciò di cui ha bisogno, e non tramite artifici linguistici che fanno rimanere poveracc* i poveracc*.”

⁴“Gendern finde ich überflüssig und ärgerlich. Es erschwert die Sprache und das Lesen unnötig und ich ärgere mich jedesmal, wenn man mich damit konfrontiert...”

⁵“credo che il linguaggio inclusivo di genere possa essere utile per far sentire incluse più persone sebbene ritengo che abbia dei limiti. Attualmente è il modo migliore che abbiamo per far sentire incluse più persone possibili, ma bisognerebbe trovarne un altro che possa essere accettato in misura maggiore dalla popolazione, soprattutto dalle generazioni precedenti.”

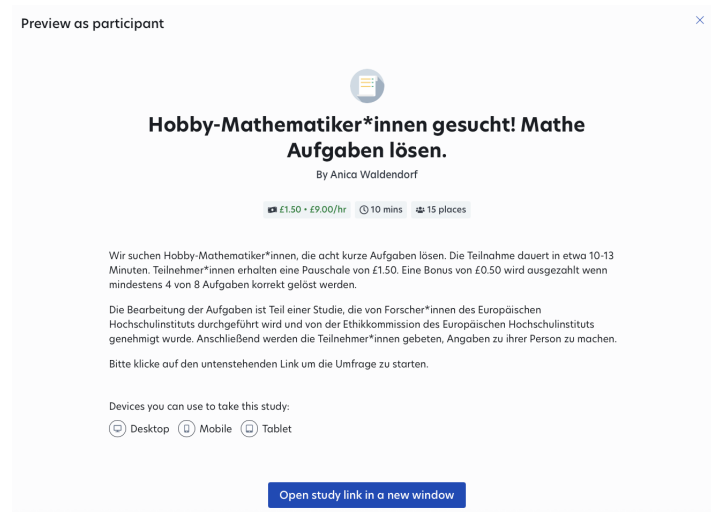


Figure 9.1: Screenshot of the German advertisement using GIL on Prolific

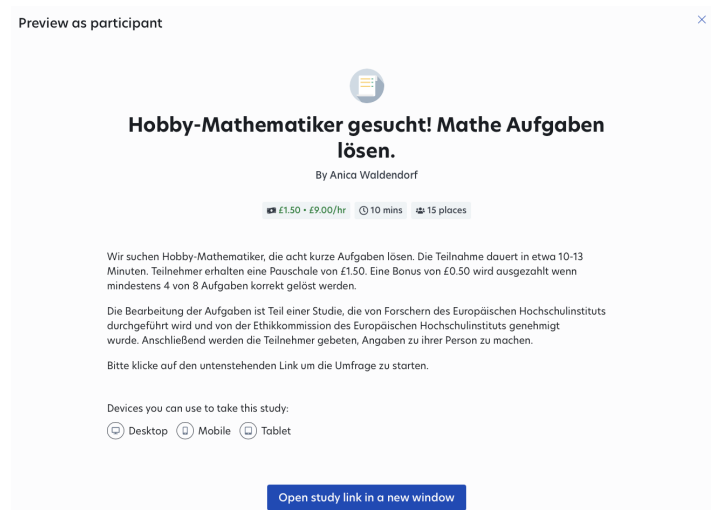


Figure 9.2: Screenshot of the German advertisement using GM on Prolific

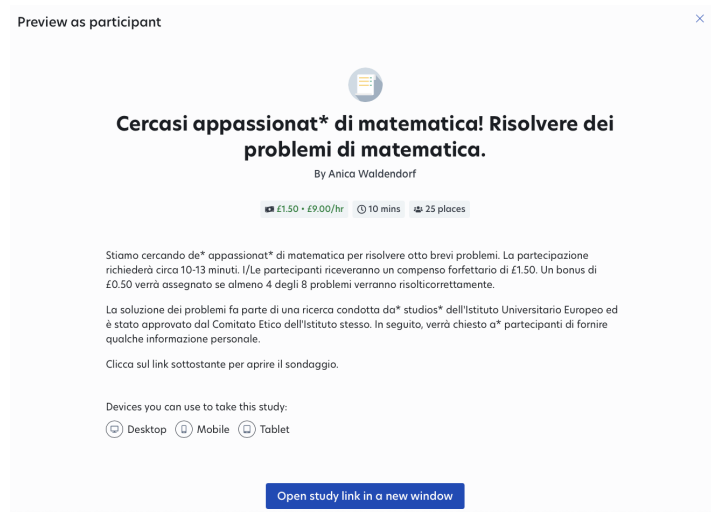


Figure 9.3: Screenshot of the Italian advertisement using GIL on Prolific

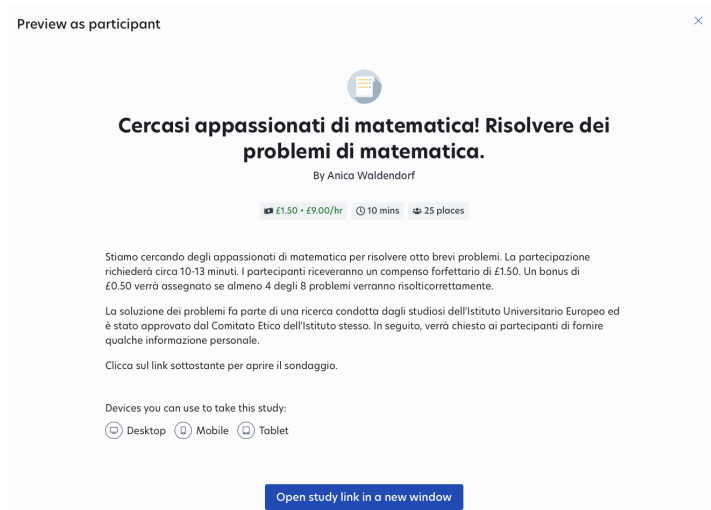


Figure 9.4: Screenshot of the Italian advertisement using GM on Prolific

On the following pages are the Italian and German informed consent forms and task instructions. These were part of the second treatment, as highlighted.

Informed consent form German

Treatment: **blue** = GM, **red** = GIL

[Hobby-Mathematiker*innen/ Hobby-Mathematiker] gesucht! Mathe Aufgaben lösen.

Beschreibung der Studie

Wir suchen Hobby-Mathematiker*innen zur Lösung von acht kurzen Aufgaben. Die Teilnahme wird etwa 10-13 Minuten dauern. Die [Teilnehmer*innen/ Teilnehmer] erhalten für die Teilnahme eine Pauschale von £1.50. Darüber hinaus können sie eine Bonuszahlung in Höhe von £0.50 erhalten, abhängig von ihrer Leistung bei den Aufgaben.

Die Bearbeitung der Aufgaben ist Teil einer Studie, die von [Forscher*innen/ Forschern] des Europäischen Hochschulinstituts durchgeführt wird und von der Ethikkommission des Europäischen Hochschulinstituts genehmigt wurde.

Deine Rolle in dieser Studie

Du wirst gebeten, acht kurze Matheaufgaben zu lösen. Anschließend fragen wir dich zu deiner Meinung zu bestimmten Themen, z.B. Politik. Deine Antworten sind wichtig und werden dazu beitragen, die Forschung zu diesem Thema voranzubringen. Es gibt keine falschen oder richtigen Antworten auf die Fragen, wir sind an deinen ehrlichen Meinungen interessiert.

Kontaktinformationen

Die Datenverantwortliche (Data Controller) kann bei allen Fragen zum Datenschutz unter anica.waldendorf@eui.eu kontaktiert werden. Beschwerden sind an die Datenverantwortliche zu richten mit den Datenschutzbeauftragten der EUI [[Data_Protection_Officer@eui.eu](mailto>Data_Protection_Officer@eui.eu)] in Kopie.

Verarbeitung der Daten

Die im Rahmen dieser Studie erhobenen Daten werden ausschließlich für wissenschaftliche Forschungszwecke verwendet. Es werden nur anonymisierte, aggregierte Daten veröffentlicht. Mit deiner Teilnahme erklärst du dich damit einverstanden, dass die im Rahmen dieser Studie erhobenen Forschungsdaten von den [Forscher*innen / Forscher] verwendet und die aggregierten Ergebnisse veröffentlicht werden. Die Daten können auch der internationalen Forschungsgemeinschaft zur Verfügung gestellt werden, um die Transparenz und die Wiederverwendung in zukünftigen Studien zu gewährleisten, was einen internationalen Datentransfer beinhalten kann.

Deine Daten sind durch die EUI-Datenschutzrichtlinie (PD10/2019) geschützt. Die rechtmäßige Grundlage für die Verarbeitung ist deine Einwilligung, die durch Artikel 5 (für personenbezogene Daten) und Artikel 8 (für sensible Daten) der EUI-Datenschutzrichtlinie abgedeckt ist. Du kannst den Datenschutzbeauftragten (data_protection_officer@EUI.eu) der EUI über data_protection_officer@EUI.eu kontaktieren.

Es werden Daten über deine Leistung sowie einige allgemeine demografische

Informationen gesammelt. Alle Daten werden zunächst pseudoanonym gespeichert (Prolific-IDs werden gespeichert, um eine erneute Teilnahme zu verhindern und eine korrekte Abrechnung zu ermöglichen. Die IDs werden so schnell wie möglich gelöscht (maximale Speicherdauer von zwei Wochen), danach sind die Daten anonym) und können nicht mit bestimmten Namen in Verbindung gebracht werden.

Wenn du dich an die Datenverantwortliche (Data Controller), die Ethik-Kommission oder den Datenschutzbeauftragten (data protection officer) wendest, erklärst du dich mit der Verarbeitung deiner personenbezogenen Daten (d. h. Name, Vorname und E-Mail-Adresse) einverstanden.

Die Zusammenarbeit mit den internationalen Dienstleistern Qualtrics und Prolific bedeutet, dass es zu internationalen Datenübertragungen kommen wird.

Teilnahme

Deine Teilnahme an dieser Studie ist freiwillig. Du kannst die Teilnahme an der Studie verweigern oder jederzeit ohne Angabe von Gründen abbrechen. Es steht dir frei, die Beantwortung von Fragen zu verweigern, die du aus irgendeinem Grund nicht beantworten möchtest.

Vertraulichkeit

Du wirst weder durch die erhobenen Daten noch privat oder öffentlich durch die für diese Studie verantwortlichen [Forscher*innen / Forscher] oder irgendeine andere Person identifizierbar sein. Bei den erhobenen Daten handelt es sich um deine Antworten auf die Fragen der Umfrage und deine Ergebnisse bei den Aufgaben. Deine Antworten werden anonym bleiben. Die Daten werden von den [Forscher*innen / Forschern] statistisch ausgewertet. Wir danken dir für deine Mitarbeit an dieser Studie!

Einverständniserklärung

Ich bin damit einverstanden, an einem Forschungsprojekt teilzunehmen, das von Anica Waldendorf vom Europäischen Hochschulinstitut (EUI) in Florenz, Italien, durchgeführt wird.

1. Ich habe ausreichende Informationen über dieses Forschungsprojekt erhalten und verstehe meine Rolle in diesem Projekt. Der Zweck meiner Teilnahme an dieser Studie und die künftige Verarbeitung meiner persönlichen Daten wurde mir erklärt und ist mir klar.
2. Meine Teilnahme an dieser Studie ist vollkommen freiwillig. Es besteht keinerlei expliziter oder impliziter Zwang zur Teilnahme.
3. Die Teilnahme umfasst das Ausfüllen von acht kurzen Aufgaben und die Beantwortung einiger Umfragefragen. Es ist mir klar, dass ich von der Teilnahme zurücktreten kann, falls ich eine Frage nicht beantworten möchte.
4. Ich habe das Recht, Fragen nicht zu beantworten. Wenn ich mich während der Studie in irgendeiner Weise unwohl fühle, habe ich das Recht, die Teilnahme zu widerrufen und zu verlangen, dass die vor dem Widerruf erhobenen Daten gelöscht werden.
5. Mir wurde ausdrücklich zugesichert, dass die [Forscher*innen / Forscher] mich in Berichten, in denen Informationen aus dieser Studie verwendet werden, weder

namentlich noch funktional identifizieren werden und dass meine Vertraulichkeit als [Teilnehmer*in / Teilnehmer] dieser Studie gewahrt bleibt. Personenbezogene Daten werden in voller Einhaltung der Datenschutzrichtlinie des EUI verarbeitet.

6. Mir wurde versichert, dass dieses Forschungsprojekt von der Ethikkommission des Europäischen Hochschulinstituts geprüft und genehmigt wurde. Die Ethik-Kommission des EUI kann über [mailto:ethics@eui.eu] kontaktiert werden wenn du Fragen zur Ethik hast, und der Datenschutzbeauftragte des EUI kann unter data_protection_officer@eui.eu kontaktiert werden, wenn du Fragen zum Datenschutz hast.
7. Ich habe die Punkte und Erklärungen dieses Formulars sorgfältig gelesen und vollständig verstanden. Alle meine Fragen wurden zu meiner Zufriedenheit beantwortet, und ich erkläre mich freiwillig bereit, an dieser Studie teilzunehmen.

Wenn du nicht an dieser Studie teilnehmen möchtest, lehne bitte die Teilnahme ab, indem du auf "ABLEHNEN" klickst.

ZUSTIMMEN – Ich bin damit einverstanden, an dieser Studie teilzunehmen.

ABLEHNEN – Ich bin nicht mit der Teilnahme an dieser Studie einverstanden.

Task description

Vielen Dank, dass du dich bereit erklärt haben, an dieser Studie teilzunehmen. Auf den folgenden Seiten sehen die [Teilnehmer*innen/ Teilnehmer] acht Matheaufgaben. Die Fragen werden nacheinander sichtbar sein. Die [Teilnehmer*innen/ Teilnehmer] haben eine Minute Zeit pro Rechenaufgabe. Ein Bonus von £0.50 wird ausgezahlt, wenn mindestens vier von acht Aufgaben richtig gelöst werden.

Informed consent form Italian

Treatment: **blue** = GM, **red** = GIL

Cercasi [de* appassionat* / degli appassionati] di matematica! Risolvere dei problemi di matematica.

Descrizione della ricerca

Stiamo cercando [de* appassionat* / degli appassionati] di matematica per risolvere otto brevi problemi. La partecipazione al test richiederà circa 10-13 minuti. [I/Le partecipanti / I partecipanti] riceveranno un compenso forfettario di £1.50 per la loro partecipazione. Potranno inoltre ottenere un bonus di £0.50 in base alle loro prestazioni.

La soluzione dei vari problemi fa parte di uno studio condotto [da* studios* / dagli studiosi] dell'Istituto Universitario Europeo (IUE) ed è stato approvato dal Comitato Etico dell'Istituto stesso.

Il tuo ruolo in questo studio

Ti verrà chiesto di risolvere otto brevi esercizi di matematica. In seguito, ti verrà chiesto di fornire delle informazioni su talune delle tue opinioni su argomenti vari, quali ad esempio la politica. Queste tue risposte sono importanti e contribuiranno a far progredire la ricerca su questo argomento. Non vi sono risposte giuste o sbagliate, l'interesse consiste nelle tue vere opinioni.

Informazioni di contatto

La Titolare del trattamento dei dati personali può essere contattata all'indirizzo anica.waldendorf@eui.eu per qualsiasi domanda relativa alla protezione dei dati. I reclami devono essere indirizzati alla stessa Titolare del trattamento con copia al Responsabile della protezione dei dati dell'IUE [Data_Protection_Officer@eui.eu].

Elaborazione dei dati

I dati raccolti in questo studio saranno utilizzati esclusivamente per scopi di ricerca accademica. Saranno pubblicati solo dati aggregati e anonimizzati. Con la propria partecipazione, l'utente accetta che i dati raccolti nel corso di questo studio siano utilizzati [da* studios* / dagli studiosi] e pubblicati sotto forma di risultati aggregati. Potranno inoltre essere messi a disposizione della comunità scientifica internazionale a fini di trasparenza, nonché per il riutilizzo in studi futuri, operazione che potrebbe comportare il trasferimento internazionale dei dati.

I tuoi dati sono protetti dal regolamento sulla protezione dei dati dell'IUE (PD10/2019). La base per il trattamento legittimo dei dati è il tuo consenso, come indicato dall'articolo 5 (per i dati personali) e dall'articolo 8 (per i dati sensibili) del regolamento sulla protezione dei dati dell'IUE. È possibile prendere contatto con il responsabile della protezione dei dati dell'IUE tramite data_protection_officer@EUI.eu.

Verranno raccolti i dati relativi al tuo punteggio negli esercizi, oltre ad alcune informazioni demografiche di base. I dati saranno memorizzati in primo luogo in forma pseudoanonima. I Prolific ID saranno memorizzati onde evitare una partecipazione

ripetuta e per consentire il corretto pagamento della tua partecipazione. Questi ID saranno cancellati il prima possibile (la durata massima della conservazione sarà di due settimane), dopodiché saranno anonimizzati e non potranno essere collegati a nomi specifici. Contattando la titolare del trattamento dei dati, il comitato etico o il responsabile della protezione dei dati, acconsenti al trattamento dei tuoi dati personali (nome, cognome e indirizzo e-mail).

La collaborazione con i fornitori di servizi internazionali Qualtrics e Prolific comporta il trasferimento di dati a livello internazionale.

Partecipazione

La tua partecipazione a questa ricerca è volontaria. Puoi rifiutare di prenderne parte o uscirne in qualsiasi momento, senza bisogno di spiegazioni. Puoi rifiutare di rispondere a qualsiasi domanda a cui non desideri rispondere, e questo per qualsiasi motivo.

Riservatezza

Non sarai identificabile [da* studios* / dagli studiosi] o da qualsiasi altra persona, né attraverso i dati raccolti, né privatamente o pubblicamente. I dati raccolti saranno le tue risposte alle domande del sondaggio e il tuo punteggio negli esercizi. Le tue risposte rimarranno anonime. I dati saranno analizzati statisticamente.

Grazie per la tua collaborazione a questa ricerca!

Dichiarazione di consenso

Accetto di partecipare a un progetto di ricerca condotto da Anica Waldendorf dell'Istituto Universitario Europeo (IUE) di Firenze, Italia.

1. Ho ricevuto informazioni sufficienti su questo progetto di ricerca e ho compreso il mio ruolo al suo interno. Lo scopo della mia partecipazione e del futuro trattamento dei miei dati personali mi è stato spiegato con precisione e chiarezza.
2. La mia partecipazione è completamente volontaria. Non ho subito alcuna coercizione esplicita o implicita.
3. La partecipazione prevede la soluzione di otto brevi problemi matematici e la risposta ad alcune domande del sondaggio. Dispongo del pieno diritto di ritirarmi dalla partecipazione in qualsiasi momento.
4. Ho diritto di non rispondere alle domande. Se mi sento a disagio per qualsiasi motivo, ho il diritto di ritirarmi dalla ricerca e di chiedere la cancellazione dei dati raccolti prima del ritiro.
5. Ho ricevuto l'esplicita garanzia che [lo/la studios* / lo studioso] non mi identificherà usando il mio nome o la mia funzione in nessun documento che utilizzi le informazioni ottenute da questa ricerca, e che la riservatezza dei miei dati in qualità di partecipante a questo studio è garantita. I dati personali saranno trattati nel pieno rispetto del regolamento sulla protezione dei dati dell'IUE.
6. Mi è stato assicurato che questo progetto di ricerca è stato esaminato e approvato dal Comitato etico dell'Istituto Universitario Europeo. Il Comitato Etico dell'IUE può essere contattato tramite [mailto:ethics@eui.eu] per qualsiasi

domanda relativa all'etica, mentre il Responsabile della protezione dei dati personali dell'IUE può essere contattato all'indirizzo data_protection_officer@eui.eu per qualsiasi domanda relativa alla protezione dei dati.

7. Ho letto attentamente e compreso appieno i punti e le dichiarazioni di questo modulo. Tutte le mie domande hanno ricevuto una risposta soddisfacente e accetto volontariamente di partecipare a questa ricerca

Se non si desidera partecipare, sei [[pregat*](#) / [pregato](#)] di rifiutare la partecipazione cliccando sul pulsante "NON ACCETTO".

ACCETTO - acconsento di partecipare a questa ricerca

NON ACCETTO - non acconsento di partecipare a questa ricerca

Task description

Grazie per aver accettato di partecipare a questo studio. Nelle pagine seguenti, [[i/le partecipanti](#) / [i partecipanti](#)] scopriranno otto problemi di matematica. Questi saranno visibili uno alla volta. Per la soluzione, [[i/le partecipanti](#) / [i partecipanti](#)] avranno a disposizione un minuto per ogni problema. Un bonus di £0.50 verrà assegnato se almeno quattro degli otto problemi verranno risolti correttamente.

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