

Table S1. General model with controls for respondent characteristics and firm characteristics

Vignette variables	Coefficient	Standard dev.
<i>Socio-demographics</i>		
Female (ref)	0.000	(.)
Male	-0.057	(0.060)
Switzerland (ref)	0.000	(.)
Portugal	0.058	(0.068)
Albania	0.001	(0.068)
Doctor (ref)	0.000	(.)
Insurance	-0.070	(0.068)
Construction	0.019	(0.069)
<i>Academic records</i>		
French grade 4 (ref)	0.000	(.)
French grade 4.5	0.544***	(0.068)
French grade 5	0.849***	(0.068)
Math grade 4 (ref)	0.000	(.)
Math grade 4.5	0.254***	(0.068)
Math grade 5	0.488***	(0.069)
Multicheck 40p (ref)	0.000	(.)
Multicheck 50p	1.562***	(0.069)
Multicheck 60p	1.856***	(0.069)
Track VG1 (ref)	0.000	(.)
Track VG2	0.408***	(0.069)
Track VP	0.777***	(0.068)
<i>Hobbies</i>		
Violin (ref)	0.000	(.)
Handball	-0.104	(0.069)
Skateboard	-0.064	(0.069)
Scout (ref)	0.000	(.)
Theatre	-0.091	(0.069)
Nothing	-0.226***	(0.068)
Firm characteristics		
Not member of training network (ref)	0.000	(.)
Member of training network	-0.213	(0.243)
Not member of employer association (ref)	0.000	(.)
Member of employer association	0.071	(0.192)
Small employer (<50 employees) ref.	0.000	(.)
Large employer (>50 employees)	-0.114	(0.178)
Private sector firm (ref)	0.000	(.)
Public sector organisation	0.577**	(0.186)
Respondent characteristics		
Non-egalitarian (ref)	0.000	(.)
Egalitarian	0.354*	(0.159)
Female (ref)	0.000	(.)

Male	0.031	(0.163)
Constant	4.140***	(0.190)
lns1_1_1	0.215***	(0.047)
lnsig_e	0.376***	(0.014)
N	2775.000	
aic	10612.771	
bic	10766.910	
ll	-5280.386	
r2		
ar2		

Standard errors in parentheses

° p<0.1, * p<0.05, ** p<0.01, *** p<0.001

Table S2. Public sector interaction effects

	Gender		Parents' nationality		Father's profession		French grades		Math grades		Multicheck results		Educational track		Hobby 1		Hobby 2	
Public sector	0.401**	(0.126)	0.308*	(0.135)	0.288*	(0.136)	0.393**	(0.135)	0.443**	(0.136)	0.583***	(0.136)	0.567***	(0.136)	0.288*	(0.136)	0.263°	(0.136)
Female (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Male	-0.048	(0.052)	-0.050	(0.042)	-0.049	(0.042)	-0.050	(0.042)	-0.052	(0.042)	-0.048	(0.042)	-0.049	(0.042)	-0.048	(0.042)	-0.049	(0.042)
Switzerland (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Portugal	0.020	(0.048)	-0.011	(0.060)	0.021	(0.048)	0.020	(0.048)	0.019	(0.049)	0.020	(0.048)	0.021	(0.048)	0.020	(0.048)	0.019	(0.048)
Albania	0.014	(0.048)	-0.051	(0.059)	0.016	(0.048)	0.014	(0.048)	0.013	(0.048)	0.013	(0.048)	0.016	(0.048)	0.013	(0.048)	0.012	(0.048)
Doctor (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Insurance	-0.073	(0.048)	-0.070	(0.048)	-0.116°	(0.059)	-0.073	(0.048)	-0.072	(0.048)	-0.072	(0.048)	-0.073	(0.048)	-0.073	(0.048)	-0.075	(0.048)
Construction	-0.014	(0.049)	-0.012	(0.049)	-0.087	(0.060)	-0.013	(0.049)	-0.013	(0.049)	-0.013	(0.049)	-0.016	(0.049)	-0.013	(0.049)	-0.015	(0.049)
French grade 4 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
French grade 4.5	0.466***	(0.048)	0.466***	(0.048)	0.468***	(0.048)	0.450***	(0.060)	0.465***	(0.048)	0.463***	(0.048)	0.469***	(0.048)	0.470***	(0.048)	0.469***	(0.048)
French grade 5	0.776***	(0.048)	0.775***	(0.048)	0.776***	(0.048)	0.785***	(0.060)	0.776***	(0.048)	0.785***	(0.048)	0.780***	(0.048)	0.777***	(0.048)	0.780***	(0.048)
Math grade 4 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Math grade 4.5	0.267***	(0.048)	0.266***	(0.048)	0.268***	(0.048)	0.266***	(0.048)	0.270***	(0.059)	0.269***	(0.048)	0.266***	(0.048)	0.264***	(0.048)	0.267***	(0.048)
Math grade 5	0.519***	(0.049)	0.519***	(0.048)	0.518***	(0.048)	0.519***	(0.049)	0.561***	(0.060)	0.520***	(0.048)	0.517***	(0.048)	0.516***	(0.049)	0.521***	(0.048)
Multicheck 40p (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Multicheck 50p	1.421***	(0.048)	1.421***	(0.048)	1.421***	(0.048)	1.422***	(0.048)	1.420***	(0.048)	1.499***	(0.059)	1.419***	(0.048)	1.421***	(0.048)	1.420***	(0.048)
Multicheck 60p	1.614***	(0.048)	1.615***	(0.048)	1.614***	(0.048)	1.615***	(0.048)	1.614***	(0.048)	1.725***	(0.060)	1.612***	(0.048)	1.614***	(0.048)	1.612***	(0.048)
VG1 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
VG2	0.317***	(0.049)	0.317***	(0.049)	0.319***	(0.049)	0.316***	(0.049)	0.317***	(0.049)	0.315***	(0.049)	0.381***	(0.060)	0.317***	(0.049)	0.318***	(0.049)
VP	0.635***	(0.048)	0.633***	(0.048)	0.636***	(0.048)	0.635***	(0.048)	0.634***	(0.048)	0.633***	(0.048)	0.740***	(0.059)	0.634***	(0.048)	0.633***	(0.048)
Violin (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Handball	-0.032	(0.048)	-0.032	(0.048)	-0.032	(0.048)	-0.031	(0.048)	-0.031	(0.048)	-0.031	(0.048)	-0.031	(0.048)	-0.094	(0.060)	-0.034	(0.048)
Skateboard	0.001	(0.048)	0.001	(0.048)	0.003	(0.048)	0.002	(0.049)	0.002	(0.049)	-0.000	(0.048)	0.001	(0.048)	-0.051	(0.060)	-0.002	(0.048)
Scout (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Theatre	-0.064	(0.049)	-0.065	(0.049)	-0.065	(0.049)	-0.064	(0.049)	-0.065	(0.049)	-0.061	(0.049)	-0.063	(0.049)	-0.066	(0.049)	-0.151*	(0.060)
Nothing	-0.164***	(0.048)	-0.164***	(0.048)	-0.164***	(0.048)	-0.165***	(0.048)	-0.164***	(0.048)	-0.163***	(0.048)	-0.160***	(0.048)	-0.166***	(0.048)	-0.219***	(0.059)
Respondent: gender	-0.125	(0.124)	-0.126	(0.124)	-0.125	(0.124)	-0.125	(0.124)	-0.125	(0.124)	-0.125	(0.124)	-0.126	(0.124)	-0.126	(0.124)	-0.124	(0.124)
Firm size	0.212°	(0.120)	0.213°	(0.120)	0.211°	(0.120)	0.212°	(0.120)	0.212°	(0.120)	0.212°	(0.120)	0.211°	(0.120)	0.212°	(0.120)	0.212°	(0.120)
Egalitarian values	0.432***	(0.119)	0.431***	(0.119)	0.432***	(0.119)	0.432***	(0.119)	0.432***	(0.119)	0.433***	(0.119)	0.432***	(0.119)	0.432***	(0.119)	0.431***	(0.119)
Male # Public	-0.006	(0.088)																
Portugal # Public			0.090	(0.102)														
Albania # Public			0.186°	(0.101)														
Insurance # Public					0.124	(0.101)												
Constr. # Public					0.215*	(0.102)												
French 4.5 # Public							0.046	(0.102)										
French 5 # Public							-0.026	(0.101)										
Math 4.5 # Public									-0.011	(0.101)								
Math 5 # Public									-0.122	(0.102)								
MC 50 # Public											-0.227*	(0.101)						
MC 60 # Public											-0.322**	(0.102)						
VG2 # Public													-0.189°	(0.102)				
VP # Public													-0.308**	(0.101)				
Handball # Public															0.180°	(0.102)		
Skateboard # Public															0.153	(0.102)		
Theatre # Public																	0.251*	(0.102)
Nothing # Public																	0.160	(0.101)
Constant	4.401***	(0.140)	4.434***	(0.141)	4.437***	(0.141)	4.402***	(0.141)	4.388***	(0.141)	4.337***	(0.141)	4.342***	(0.141)	4.440***	(0.141)	4.451***	(0.141)
Ins1_1_1	0.233***	(0.034)	0.233***	(0.034)	0.233***	(0.034)	0.233***	(0.034)	0.233***	(0.034)	0.234***	(0.034)	0.233***	(0.034)	0.233***	(0.034)	0.234***	(0.034)
Insig_e	0.368***	(0.010)	0.368***	(0.010)	0.368***	(0.010)	0.368***	(0.010)	0.368***	(0.010)	0.367***	(0.010)	0.367***	(0.010)	0.368***	(0.010)	0.368***	(0.010)
N	5493.000		5493.000		5493.000		5493.000		5493.000		5493.000		5493.000		5493.000		5493.000	
aic	20881.781		20880.358		20879.347		20883.281		20882.028		20873.250		20874.331		20880.170		20877.588	
bic	21047.062		21052.250		21051.239		21055.173		21053.920		21045.142		21046.222		21052.062		21049.480	
ll	-10415.890		-10414.179		-10413.673		-10415.64		-10415.01		-10410.63		-10411.17		-10414.09		-10412.79	

Standard errors in parentheses, ° p<0.1, * p<0.05, ** p<0.01, *** p<0.001

Table S3. Egalitarian values interaction effects

	Gender		Parents' nationality		Father's profession		French grade		Math grade		Multicheck results		Educational track		Hobby 1		Hobby 2	
Egalitarian values	0.443***	(0.123)	0.483***	(0.132)	0.509***	(0.133)	0.489***	(0.132)	0.460***	(0.133)	0.620***	(0.133)	0.608***	(0.132)	0.343**	(0.133)	0.403***	(0.133)
Female (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Male	-0.028	(0.070)	-0.051	(0.042)	-0.050	(0.042)	-0.050	(0.042)	-0.050	(0.042)	-0.050	(0.042)	-0.050	(0.042)	-0.050	(0.042)	-0.050	(0.042)
Switzerland (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Portugal	0.020	(0.048)	0.051	(0.081)	0.020	(0.048)	0.020	(0.048)	0.020	(0.049)	0.021	(0.048)	0.020	(0.048)	0.020	(0.048)	0.020	(0.048)
Albania	0.013	(0.048)	0.083	(0.081)	0.012	(0.048)	0.014	(0.048)	0.013	(0.048)	0.015	(0.048)	0.013	(0.048)	0.013	(0.048)	0.014	(0.048)
Doctor (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Insurance	-0.073	(0.048)	-0.074	(0.048)	-0.007	(0.080)	-0.075	(0.048)	-0.073	(0.048)	-0.073	(0.048)	-0.072	(0.048)	-0.072	(0.048)	-0.073	(0.048)
Construction	-0.014	(0.049)	-0.014	(0.049)	0.069	(0.082)	-0.014	(0.049)	-0.014	(0.049)	-0.013	(0.049)	-0.013	(0.049)	-0.013	(0.049)	-0.013	(0.049)
French grade 4 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
French grade 4.5	0.466***	(0.048)	0.466***	(0.048)	0.467***	(0.048)	0.464***	(0.080)	0.466***	(0.048)	0.470***	(0.048)	0.471***	(0.048)	0.465***	(0.048)	0.466***	(0.048)
French grade 5	0.776***	(0.048)	0.776***	(0.048)	0.776***	(0.048)	0.890***	(0.080)	0.776***	(0.048)	0.777***	(0.048)	0.777***	(0.048)	0.776***	(0.048)	0.775***	(0.048)
Math grade 4 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Math grade 4.5	0.266***	(0.048)	0.267***	(0.048)	0.265***	(0.048)	0.265***	(0.048)	0.280***	(0.081)	0.268***	(0.048)	0.265***	(0.048)	0.269***	(0.048)	0.267***	(0.048)
Math grade 5	0.519***	(0.049)	0.519***	(0.049)	0.519***	(0.049)	0.518***	(0.048)	0.559***	(0.081)	0.521***	(0.048)	0.522***	(0.048)	0.520***	(0.049)	0.519***	(0.049)
Multicheck 40p (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Multicheck 50p	1.421***	(0.048)	1.422***	(0.048)	1.422***	(0.048)	1.421***	(0.048)	1.421***	(0.048)	1.545***	(0.081)	1.421***	(0.048)	1.420***	(0.048)	1.421***	(0.048)
Multicheck 60p	1.614***	(0.048)	1.614***	(0.048)	1.614***	(0.048)	1.614***	(0.048)	1.614***	(0.048)	1.851***	(0.081)	1.614***	(0.048)	1.616***	(0.048)	1.614***	(0.048)
VG1 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
VG2	0.317***	(0.049)	0.316***	(0.049)	0.317***	(0.049)	0.318***	(0.049)	0.318***	(0.049)	0.317***	(0.049)	0.427***	(0.082)	0.317***	(0.049)	0.316***	(0.049)
VP	0.635***	(0.048)	0.635***	(0.048)	0.635***	(0.048)	0.634***	(0.048)	0.636***	(0.048)	0.635***	(0.048)	0.859***	(0.080)	0.635***	(0.048)	0.635***	(0.048)
Violin (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Handball	-0.032	(0.048)	-0.031	(0.048)	-0.032	(0.048)	-0.033	(0.048)	-0.032	(0.048)	-0.037	(0.048)	-0.032	(0.048)	-0.138°	(0.081)	-0.031	(0.048)
Skateboard	0.001	(0.048)	0.001	(0.048)	-0.000	(0.048)	0.002	(0.048)	0.001	(0.049)	-0.003	(0.048)	0.002	(0.048)	-0.064	(0.081)	0.001	(0.048)
Scout (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Theatre	-0.063	(0.049)	-0.064	(0.049)	-0.065	(0.049)	-0.061	(0.049)	-0.064	(0.049)	-0.061	(0.049)	-0.065	(0.049)	-0.062	(0.049)	-0.102	(0.081)
Nothing	-0.164***	(0.048)	-0.165***	(0.048)	-0.165***	(0.048)	-0.162***	(0.048)	-0.164***	(0.048)	-0.161***	(0.048)	-0.162***	(0.048)	-0.163***	(0.048)	-0.183*	(0.081)
Respondent: gender	-0.125	(0.124)	-0.125	(0.124)	-0.126	(0.124)	-0.126	(0.124)	-0.125	(0.124)	-0.126	(0.124)	-0.124	(0.124)	-0.125	(0.124)	-0.125	(0.124)
Firm size	0.212°	(0.120)	0.212°	(0.120)	0.211°	(0.120)	0.212°	(0.120)	0.212°	(0.120)	0.212°	(0.120)	0.213°	(0.120)	0.211°	(0.120)	0.212°	(0.120)
Public sector	0.399**	(0.122)	0.400**	(0.122)	0.400**	(0.122)	0.399**	(0.122)	0.399**	(0.122)	0.401**	(0.122)	0.399**	(0.122)	0.399**	(0.122)	0.399**	(0.122)
Male # Egalitarian	-0.034	(0.087)																
Portugal # Egal.			-0.048	(0.101)														
Albania # Egalitarian			-0.107	(0.100)														
Insurance # Egal.					-0.103	(0.100)												
Construction # Egal.					-0.127	(0.102)												
French 4.5 # Egal.							0.003	(0.100)										
French 5 # Egal.							-0.177°	(0.100)										
Math 4.5 # Egal.									-0.021	(0.101)								
Math 5 # Egal.									-0.062	(0.101)								
MC 50 # Egalitarian											-0.194°	(0.100)						
MC 60 # Egalitarian											-0.370***	(0.101)						
VG2 # Egalitarian													-0.172°	(0.102)				
VP # Egalitarian													-0.350***	(0.100)				
Handball # Egal.															0.164	(0.101)		
Skateboard # Egal.															0.100	(0.101)		
Theatre # Egalitarian																	0.059	(0.102)
Nothing # Egal.																	0.029	(0.100)
Constant	4.394***	(0.141)	4.369***	(0.145)	4.354***	(0.144)	4.365***	(0.145)	4.383***	(0.145)	4.278***	(0.145)	4.285***	(0.145)	4.458***	(0.144)	4.420***	(0.145)
Ins1_1_1	0.233***	(0.034)	0.233***	(0.034)	0.233***	(0.034)	0.233***	(0.034)	0.233***	(0.034)	0.234***	(0.034)	0.233***	(0.034)	0.233***	(0.034)	0.233***	(0.034)
Insig_e	0.368***	(0.010)	0.368***	(0.010)	0.368***	(0.010)	0.368***	(0.010)	0.368***	(0.010)	0.367***	(0.010)	0.367***	(0.010)	0.368***	(0.010)	0.368***	(0.010)
N	5493.000		5493.000		5493.000		5493.000		5493.000		5493.000		5493.000		5493.000		5493.000	
aic	20881.632		20882.635		20882.003		20879.645		20883.395		20870.325		20871.445		20881.117		20883.447	
bic	21046.913		21054.527		21053.895		21051.537		21055.287		21042.217		21043.337		21053.009		21055.339	
LI	-10415.82		-10415.32		-10415.00		-10413.82		-10415.70		-10409.16		-10409.72		-10414.56		-10415.72	

Standard errors in parentheses, ° p<0.1, * p<0.05, ** p<0.01, *** p<0.001

Table S4. Public sector: Egalitarian values interaction effects

	Gender		Parents' nationality		Father's profession		French grade		Math grade		Multicheck results		Educational track		Hobby 1		Hobby 2	
Egalitarian values	0.306	(0.217)	0.480*	(0.233)	0.414°	(0.234)	0.389°	(0.233)	0.271	(0.235)	0.449°	(0.234)	0.653**	(0.234)	0.314	(0.235)	0.224	(0.233)
Female	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Male	-0.111	(0.126)	-0.056	(0.069)	-0.057	(0.069)	-0.058	(0.068)	-0.058	(0.069)	-0.059	(0.068)	-0.052	(0.068)	-0.058	(0.069)	-0.059	(0.069)
Switzerland	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Portugal	0.068	(0.079)	0.242°	(0.145)	0.071	(0.079)	0.072	(0.079)	0.068	(0.080)	0.069	(0.079)	0.072	(0.079)	0.068	(0.079)	0.070	(0.079)
Albania	0.139°	(0.078)	0.285°	(0.147)	0.138°	(0.078)	0.146°	(0.078)	0.137°	(0.078)	0.138°	(0.078)	0.146°	(0.078)	0.137°	(0.078)	0.140°	(0.078)
Doctor	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Insurance	0.024	(0.078)	0.025	(0.078)	0.127	(0.146)	0.020	(0.078)	0.022	(0.079)	0.023	(0.078)	0.022	(0.078)	0.022	(0.079)	0.026	(0.078)
Construction	0.127	(0.080)	0.129	(0.080)	0.199	(0.147)	0.128	(0.080)	0.127	(0.080)	0.123	(0.080)	0.116	(0.080)	0.126	(0.080)	0.125	(0.080)
French grade 4 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
French grade 4.5	0.510***	(0.079)	0.513***	(0.079)	0.511***	(0.079)	0.463**	(0.148)	0.508***	(0.079)	0.511***	(0.079)	0.509***	(0.079)	0.509***	(0.079)	0.510***	(0.079)
French grade 5	0.782***	(0.078)	0.787***	(0.078)	0.781***	(0.078)	0.947***	(0.145)	0.782***	(0.078)	0.786***	(0.078)	0.783***	(0.078)	0.783***	(0.078)	0.780***	(0.078)
Math grade 4 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Math grade 4.5	0.266***	(0.079)	0.277***	(0.080)	0.264***	(0.079)	0.260**	(0.079)	0.214	(0.150)	0.267***	(0.079)	0.266***	(0.079)	0.268***	(0.079)	0.266***	(0.079)
Math grade 5	0.439***	(0.080)	0.444***	(0.080)	0.442***	(0.080)	0.434***	(0.080)	0.364*	(0.147)	0.442***	(0.080)	0.453***	(0.079)	0.442***	(0.080)	0.440***	(0.080)
Multicheck 40p (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Multicheck 50p	1.273***	(0.079)	1.270***	(0.079)	1.271***	(0.079)	1.274***	(0.079)	1.273***	(0.079)	1.355***	(0.146)	1.268***	(0.079)	1.271***	(0.079)	1.269***	(0.079)
Multicheck 60p	1.408***	(0.079)	1.406***	(0.079)	1.407***	(0.079)	1.412***	(0.079)	1.407***	(0.079)	1.575***	(0.147)	1.403***	(0.079)	1.408***	(0.079)	1.404***	(0.079)
VG1 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
VG2	0.188*	(0.080)	0.188*	(0.080)	0.190*	(0.080)	0.193*	(0.080)	0.188*	(0.080)	0.189*	(0.080)	0.440**	(0.149)	0.189*	(0.080)	0.190*	(0.080)
VP	0.421***	(0.079)	0.424***	(0.079)	0.421***	(0.079)	0.422***	(0.078)	0.420***	(0.079)	0.420***	(0.079)	0.837***	(0.144)	0.422***	(0.079)	0.422***	(0.079)
Violin (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Handball	0.094	(0.079)	0.093	(0.079)	0.097	(0.079)	0.089	(0.079)	0.097	(0.079)	0.090	(0.079)	0.105	(0.079)	0.035	(0.148)	0.093	(0.079)
Skateboard	0.097	(0.080)	0.090	(0.080)	0.097	(0.080)	0.096	(0.080)	0.098	(0.080)	0.092	(0.080)	0.110	(0.080)	0.118	(0.148)	0.094	(0.080)
Scout (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Theatre	0.087	(0.080)	0.088	(0.080)	0.086	(0.080)	0.090	(0.080)	0.088	(0.080)	0.088	(0.080)	0.081	(0.079)	0.087	(0.080)	-0.021	(0.146)
Nothing	-0.058	(0.079)	-0.058	(0.079)	-0.059	(0.079)	-0.053	(0.079)	-0.058	(0.079)	-0.051	(0.079)	-0.053	(0.079)	-0.056	(0.079)	-0.179	(0.147)
Respondent: gender	-0.243	(0.218)	-0.244	(0.218)	-0.245	(0.218)	-0.248	(0.218)	-0.243	(0.218)	-0.244	(0.218)	-0.246	(0.218)	-0.245	(0.218)	-0.244	(0.218)
Firm size	0.417*	(0.193)	0.417*	(0.193)	0.416*	(0.193)	0.415*	(0.193)	0.418*	(0.193)	0.417*	(0.193)	0.420*	(0.193)	0.417*	(0.193)	0.419*	(0.193)
Male # Egalitarian	0.075	(0.150)																
Portugal # Egal.			-0.245	(0.174)														
Albania # Egalitarian			-0.207	(0.174)														
Insurance # Egal.					-0.144	(0.173)												
Construction # Egal.					-0.102	(0.175)												
French 4.5 # Egal.							0.065	(0.175)										
French 5 # Egal.							-0.232	(0.172)										
Math 4.5 # Egal.									0.070	(0.177)								
Math 5 # Egal.									0.107	(0.175)								
MC 50p # Egal.											-0.119	(0.174)						
MC 60p # Egal.											-0.235	(0.175)						
VG2 # Egalitarian													-0.356*	(0.176)				
VP # Egalitarian													-0.591***	(0.172)				
Handball # Egal.															0.082	(0.175)		
Skateboard # Egal.															-0.032	(0.175)		
Theatre # Egalitarian																	0.153	(0.174)
Nothing # Egal.																	0.171	(0.174)
Constant	4.772***	(0.254)	4.644***	(0.262)	4.696***	(0.261)	4.712***	(0.262)	4.799***	(0.263)	4.672***	(0.261)	4.517***	(0.262)	4.767***	(0.262)	4.832***	(0.262)
Ins1_1_1	0.219***	(0.057)	0.219***	(0.057)	0.219***	(0.057)	0.219***	(0.057)	0.219***	(0.057)	0.219***	(0.057)	0.220***	(0.057)	0.219***	(0.057)	0.219***	(0.057)
Insig_e	0.326***	(0.017)	0.326***	(0.017)	0.326***	(0.017)	0.325***	(0.017)	0.326***	(0.017)	0.326***	(0.017)	0.323***	(0.017)	0.326***	(0.017)	0.326***	(0.017)
N	1900.000		1900.000		1900.000		1900.000		1900.000		1900.000		1900.000		1900.000		1900.000	
aic	7102.128		7102.063		7103.649		7101.146		7104.000		7102.572		7092.457		7103.914		7103.207	
bic	7235.319		7240.803		7242.389		7239.886		7242.741		7241.313		7231.197		7242.654		7241.948	
ll	-3527.064		-3526.031		-3526.825		-3525.573		-3527.000		-3526.286		-3521.228		-3526.957		-3526.604	

Standard errors in parentheses, ° p<0.1, * p<0.05, ** p<0.01, *** p<0.001

Table S5. Private sector: Egalitarian values interaction effects

	Gender		Parents' nationality		Father's profession		French grade		Math grade		Multicheck results		Educational track		Hobby 1		Hobby 2	
Egalitarian values	0.517***	(0.149)	0.510**	(0.161)	0.602***	(0.161)	0.549***	(0.161)	0.548***	(0.161)	0.682***	(0.161)	0.586***	(0.161)	0.386*	(0.162)	0.525**	(0.162)
Female (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Male	0.011	(0.084)	-0.038	(0.053)	-0.038	(0.053)	-0.037	(0.053)	-0.037	(0.053)	-0.037	(0.053)	-0.038	(0.053)	-0.039	(0.053)	-0.037	(0.053)
Switzerland (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Portugal	-0.009	(0.061)	-0.019	(0.097)	-0.011	(0.061)	-0.009	(0.061)	-0.007	(0.061)	-0.005	(0.061)	-0.008	(0.061)	-0.009	(0.061)	-0.008	(0.061)
Albania	-0.049	(0.060)	-0.003	(0.096)	-0.050	(0.060)	-0.050	(0.060)	-0.049	(0.060)	-0.046	(0.060)	-0.050	(0.060)	-0.050	(0.060)	-0.049	(0.060)
Doctor (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Insurance	-0.115°	(0.060)	-0.116°	(0.060)	-0.042	(0.095)	-0.117°	(0.060)	-0.116°	(0.060)	-0.114°	(0.060)	-0.115°	(0.060)	-0.113°	(0.060)	-0.116°	(0.060)
Construction	-0.087	(0.061)	-0.086	(0.061)	0.048	(0.099)	-0.087	(0.061)	-0.087	(0.061)	-0.082	(0.061)	-0.084	(0.061)	-0.083	(0.061)	-0.088	(0.061)
French grade 4 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
French grade 4.5	0.454***	(0.061)	0.454***	(0.061)	0.455***	(0.061)	0.475***	(0.096)	0.453***	(0.061)	0.459***	(0.061)	0.458***	(0.061)	0.452***	(0.061)	0.455***	(0.061)
French grade 5	0.788***	(0.060)	0.787***	(0.060)	0.787***	(0.060)	0.874***	(0.096)	0.787***	(0.060)	0.787***	(0.060)	0.788***	(0.060)	0.785***	(0.060)	0.789***	(0.060)
Math grade 4 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Math grade 4.5	0.269***	(0.060)	0.268***	(0.060)	0.267***	(0.060)	0.269***	(0.060)	0.305**	(0.096)	0.270***	(0.060)	0.268***	(0.060)	0.271***	(0.060)	0.268***	(0.060)
Math grade 5	0.559***	(0.061)	0.558***	(0.061)	0.558***	(0.061)	0.558***	(0.061)	0.629***	(0.097)	0.559***	(0.061)	0.559***	(0.061)	0.560***	(0.061)	0.559***	(0.061)
Multicheck 40p (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Multicheck 50p	1.494***	(0.060)	1.493***	(0.060)	1.496***	(0.060)	1.492***	(0.060)	1.494***	(0.060)	1.610***	(0.097)	1.494***	(0.060)	1.491***	(0.060)	1.492***	(0.061)
Multicheck 60p	1.720***	(0.061)	1.720***	(0.061)	1.722***	(0.061)	1.719***	(0.061)	1.720***	(0.061)	1.949***	(0.096)	1.720***	(0.061)	1.722***	(0.061)	1.720***	(0.061)
VG1 (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
VG2	0.381***	(0.062)	0.381***	(0.062)	0.383***	(0.061)	0.383***	(0.062)	0.383***	(0.062)	0.384***	(0.061)	0.427***	(0.098)	0.385***	(0.062)	0.384***	(0.062)
VP	0.737***	(0.060)	0.737***	(0.060)	0.740***	(0.060)	0.737***	(0.060)	0.738***	(0.060)	0.739***	(0.060)	0.866***	(0.096)	0.739***	(0.060)	0.738***	(0.060)
Violin (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Handball	-0.094	(0.061)	-0.094	(0.061)	-0.097	(0.061)	-0.094	(0.061)	-0.095	(0.061)	-0.100	(0.061)	-0.097	(0.061)	-0.199*	(0.098)	-0.096	(0.061)
Skateboard	-0.053	(0.061)	-0.053	(0.061)	-0.058	(0.061)	-0.052	(0.061)	-0.055	(0.061)	-0.056	(0.061)	-0.055	(0.061)	-0.140	(0.097)	-0.054	(0.061)
Scout (ref)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)	0.000	(.)
Theatre	-0.147*	(0.061)	-0.148*	(0.061)	-0.154*	(0.061)	-0.146*	(0.061)	-0.149*	(0.061)	-0.145*	(0.061)	-0.150*	(0.061)	-0.145*	(0.061)	-0.123	(0.098)
Nothing	-0.215***	(0.060)	-0.217***	(0.060)	-0.219***	(0.060)	-0.213***	(0.060)	-0.215***	(0.060)	-0.216***	(0.060)	-0.216***	(0.060)	-0.213***	(0.060)	-0.180°	(0.097)
Firm size	0.073	(0.153)	0.074	(0.153)	0.073	(0.153)	0.073	(0.153)	0.073	(0.153)	0.074	(0.153)	0.074	(0.153)	0.073	(0.153)	0.074	(0.153)
Respondent: gender	-0.064	(0.150)	-0.064	(0.150)	-0.064	(0.150)	-0.064	(0.150)	-0.064	(0.150)	-0.065	(0.150)	-0.063	(0.150)	-0.063	(0.150)	-0.064	(0.150)
Male # Egalitarian	-0.079	(0.108)																
Portugal # Egalitarian			0.019	(0.125)														
Albania # Egalitarian			-0.075	(0.123)														
Insurance # Egalitarian					-0.120	(0.123)												
Construction # Egal.					-0.217°	(0.126)												
French 4.5 # Egalitarian							-0.036	(0.123)										
French 5 # Egalitarian							-0.142	(0.124)										
Math 4.5 # Egalitarian									-0.058	(0.124)								
Math 5 # Egalitarian									-0.117	(0.125)								
MC 50p # Egalitarian											-0.192	(0.124)						
MC 60p # Egalitarian											-0.381**	(0.124)						
VG2 # Egalitarian													-0.073	(0.125)				
VP # Egalitarian													-0.211°	(0.123)				
Handball # Egalitarian															0.171	(0.125)		
Skateboard # Egal.															0.142	(0.125)		
Theatre # Egalitarian																	-0.042	(0.126)
Nothing # Egalitarian																	-0.059	(0.124)
Constant	4.391***	(0.166)	4.396***	(0.170)	4.343***	(0.170)	4.371***	(0.170)	4.372***	(0.170)	4.286***	(0.171)	4.348***	(0.170)	4.468***	(0.170)	4.386***	(0.170)
Ins l_1_1	0.237***	(0.042)	0.237***	(0.042)	0.237***	(0.042)	0.237***	(0.042)	0.237***	(0.042)	0.238***	(0.042)	0.237***	(0.042)	0.237***	(0.042)	0.237***	(0.042)
Insig_e	0.383***	(0.012)	0.383***	(0.012)	0.383***	(0.012)	0.383***	(0.012)	0.383***	(0.012)	0.382***	(0.012)	0.383***	(0.012)	0.383***	(0.012)	0.383***	(0.012)
N	3593.000		3593.000		3593.000		3593.000		3593.000		3593.000		3593.000		3593.000		3593.000	
aic	13774.677		13776.573		13774.208		13775.808		13776.338		13767.814		13774.169		13775.071		13776.977	
bic	13923.159		13931.242		13928.877		13930.476		13928.877		13928.482		13928.838		13929.740		13931.646	
ll	-6863.339		-6863.286		-6862.104		-6862.904		-6863.169		-6858.907		-6862.085		-6862.536		-6863.489	

Standard errors in parentheses, ° p<0.1, * p<0.05, ** p<0.01, *** p<0.001

Table S6. Vignette dimensions and levels

	Dimensions	Levels		
1	Gender	Boy	Girl	Girl
2	Parents' nationality	Swiss	Portuguese	Albanian
3	Father's profession	Doctor	Insurance agent	Construction worker
4	French grades	5.0	4.5	4.0
5	Math grades	5.0	4.5	4.0
6	Multicheck results (overall)	60 (Surpassed)	50 (Comfortably passed)	40 (Just passed)
7	Educational track	Voie Prégymnasiale (Pre-gymnasial track) (VP) Voie Générale (General track) level 2 in French and Math (VG2) Voie Générale (General track) level 1 in Math and French (VG1)		
8	Hobby 1	Violin	Handball	Skateboard (for Gender: Boy) or hiphop dance (for Gender: Girl)
9	Hobby 2	Scout leader	Member of a theatre group	Nothing

To what degree would you be willing to hire this candidate? Not at all willing (0) - Very willing (10)

Text phrases for the different dimensions (French)

Le candidat(e) est un(e) (1) garçon/fille/fille avec des parents d'origine (2) suisse/portugais/albanais. Le métier de son père est (3) médecin / conseiller en assurances / ouvrier de la construction. Ses notes de Français sont (4) 5.0/4.5/4.0 et ses notes de maths sont (5) 5.0/4.5/4.0. Dans un test d' aptitude Multicheck, elle a obtenu une valeur de 60 comme résultat global, indiquant qu' il/elle a dépassé les exigences pour un apprentissage dans la profession concernée / 50 comme résultat global, indiquant qu' il/elle a atteint confortablement les exigences pour un apprentissage dans la profession concernée / Dans un test d' aptitude Multicheck, il a obtenu une valeur de 40 comme résultat global, indiquant qu' il a à peine atteint les exigences pour un apprentissage dans la profession concernée. Dans l'école, il/elle a suivi (7) la voie pré-gymnasiale / la voie générale niveau 2 en maths et français / la voie générale niveau 1 en maths et français. Dans ses temps libres, il/elle (8) joue du violon/ joue au handball / fait de la planche à roulettes [fait de la danse hiphop]. De plus, il/elle est un(e) (9) chef(fe) scout/ membre d'une troupe de théâtre / rien.

Figure S1: First screen, vignette experiment



Evaluation

Dans la partie qui suit, nous allons vous demander d'évaluer quelques candidat·e·s fictif·ve·s de deux apprentissages différents: **Employé·e de commerce CFC (profil élargi)** et **Assistant·e de commerce de détail (AFP)**.

Announcing the evaluation of two different apprenticeship positions

Figure S2: Second screen, vignette experiment



Employé·e de commerce CFC (profil élargi)

Nous vous présentons à présent **cinq candidat·e·s fictif·ve·s** pour un apprentissage d'**Employé·e de commerce CFC (profil élargi)** dans votre entreprise/organisation.

(Dans le cas où votre entreprise/organisation n'embauche pas ce type d'apprenti·e, veuillez néanmoins évaluer ces candidat·e·s en **imaginant** qu'une décision sera prise de mettre au concours un poste de ce type dans un avenir proche.)

Veillez noter que chaque profil doit être évalué indépendamment l'un de l'autre.

Tous les candidats ont **16 ans**, ils/elles ont **achevé l'école obligatoire en Suisse** et ils/elles sont très **motivé·e·s** par la perspective d'entamer leur formation professionnelle.

Figure S3: Third to seventh screens (i.e., 5 candidate descriptions)



Candidat(e)

La candidate a des parents d'origine suisse. La profession de son père est ouvrier dans le secteur de la construction. À l'école, elle a suivi la voie générale niveau 1 en maths et en français. Elle a atteint la note de 4.5 en français et la note de 4.0 en mathématiques. Dans un test d'aptitude Multicheck, elle a obtenu une valeur de 60 comme résultat global, indiquant qu'elle a dépassé les exigences pour un apprentissage dans la profession concernée. Dans son temps libre, elle fait de la danse hip-hop. De plus, elle est cheffe scout.

Veillez indiquer dans quelle mesure vous seriez prêt(e) à engager ce(tte) candidat(e), 0 = pas du tout prêt(e), 10 = tout à fait prêt(e).

Pas du tout prêt(e) 0	1	2	3	4	5	6	7	8	9	Tout à fait prêt(e) 10
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This experiment was followed by a second experiment for the second apprenticeship position (order is randomised)

Table S7. Descriptive statistics

Variables	N	Percent	Variables	N	Percent
Member of employers' association			Receiving subsidies for voc. training		
Not member	374	46.46	Yes	81	10.00
Member	176	21.86	No	575	70.90
Don't know	255	31.68	Don't know	154	19.01
<i>Sum</i>	<i>805</i>	<i>100</i>	<i>Sum</i>	<i>810</i>	<i>100</i>
Members of inter-firm training network			Sector organisation is active in		
Not member	519	63.9	Healthcare	30	3.42
Member	77	9.49	Tourism	15	1.71
Don't know	210	25.89	Construction and building maintenance	36	4.11
Other	5	0.61	Education	18	2.05
<i>Sum</i>	<i>811</i>	<i>100</i>	Law and public notary	16	1.83
Number of employees in organisation			Media and PR	6	0.68
1 to 9	175	20.91	Auto mechanics	9	1.03
10 to 49	316	37.75	Hotel and restaurant	8	0.91
50 to 249	235	28.08	Crafts	10	1.14
More than 250	111	13.26	Charity	2	0.23
<i>Sum</i>	<i>837</i>	<i>100</i>	IT and informatics	7	0.80
Private and public sector			Private transport	3	0.34
Private	453	64.62	Culture and entertainment	6	0.68
Public	248	35.37	Laundry and cleaning	3	0.34
<i>Sum</i>	<i>701</i>	<i>100</i>	Public administration	194	22.15
Gender of respondent			Private insurance	38	4.34
Male	247	30.49	Bank	24	2.74
Female	563	69.51	Commerce and retail	93	10.62
<i>Sum</i>	<i>810</i>	<i>100</i>	Fiduciary and real estate	89	10.16
Nationality of respondent			Industry	49	5.59
Swiss	712	81.65	Service and administration	197	22.49
French	46	5.27	Public transport	5	0.57
German	4	0.46	Chemistry and engineering	3	0.34
Austrian	1	0.13	Other	15	1.71
Italian	63	7.22	<i>Sum</i>	<i>876</i>	<i>100</i>
Other	46	5.27			
<i>Sum</i>	<i>872</i>	<i>100</i>			

Table S8. Correlation matrix for all candidates and for higher skilled (CFC) and lower skilled (AFP) positions

CFC position	Gender	Nationality	Profession	French	Math	MC test	Track	Hobby 1	Hobby 2
Gender	1								
Nationality	0.00	1							
Profession	0.03	0.00	1						
French	-0.01	0.00	0.01	1					
Math	0.01	0.00	0.02	0.01	1				
MC test	0.01	-0.01	0.00	0.01	0.01	1			
Track	-0.01	-0.01	0.04	0.01	-0.01	-0.01	1		
Hobby 1	0.01	0.00	-0.03	0.00	0.01	0.00	-0.01	1	
Hobby 2	-0.01	0.02	-0.01	-0.02	-0.02	-0.01	0.01	0.00	1.00
AFP position	Gender	Nationality	Profession	French	Math	MC test	Track	Hobby 1	Hobby 2
Gender	1								
Nationality	0.04	1							
Profession	0.04	-0.01	1						
French	0.00	-0.01	-0.01	1					
Math	0.00	0.01	0.01	0.01	1				
MC test	0.01	0.00	0.02	0.01	0.03	1			
Track	0.01	-0.01	0.02	0.02	0.00	0.01	1		
Hobby 1	0.01	0.00	-0.02	-0.02	0.02	0.01	0.00	1	
Hobby 2	-0.01	-0.01	0.02	-0.02	-0.03	-0.01	-0.01	0.01	1.00
All candidates	Gender	Nationality	Profession	French	Math	MC test	Track	Hobby 1	Hobby 2
Gender	1								
Nationality	0.01	1							
Profession	0.01	0.00	1						
French	0.00	0.02	0.01	1					

Math	-0.00	0.00	-0.00	0.01	1				
MC test	-0.00	0.01	-0.00	0.00	0.02	1			
Track	0.01	0.01	0.03	0.00	0.03	-0.01	1		
Hobby 1	-0.01	0.01	-0.01	-0.00	0.01	0.0018	-0.02	1	
Hobby 2	-0.02	-0.01	0.00	0.01	-0.02	-0.01	0.01	0.01	1

Figure S4. Distribution of dependent variable (vignette rating) for all candidates and by position

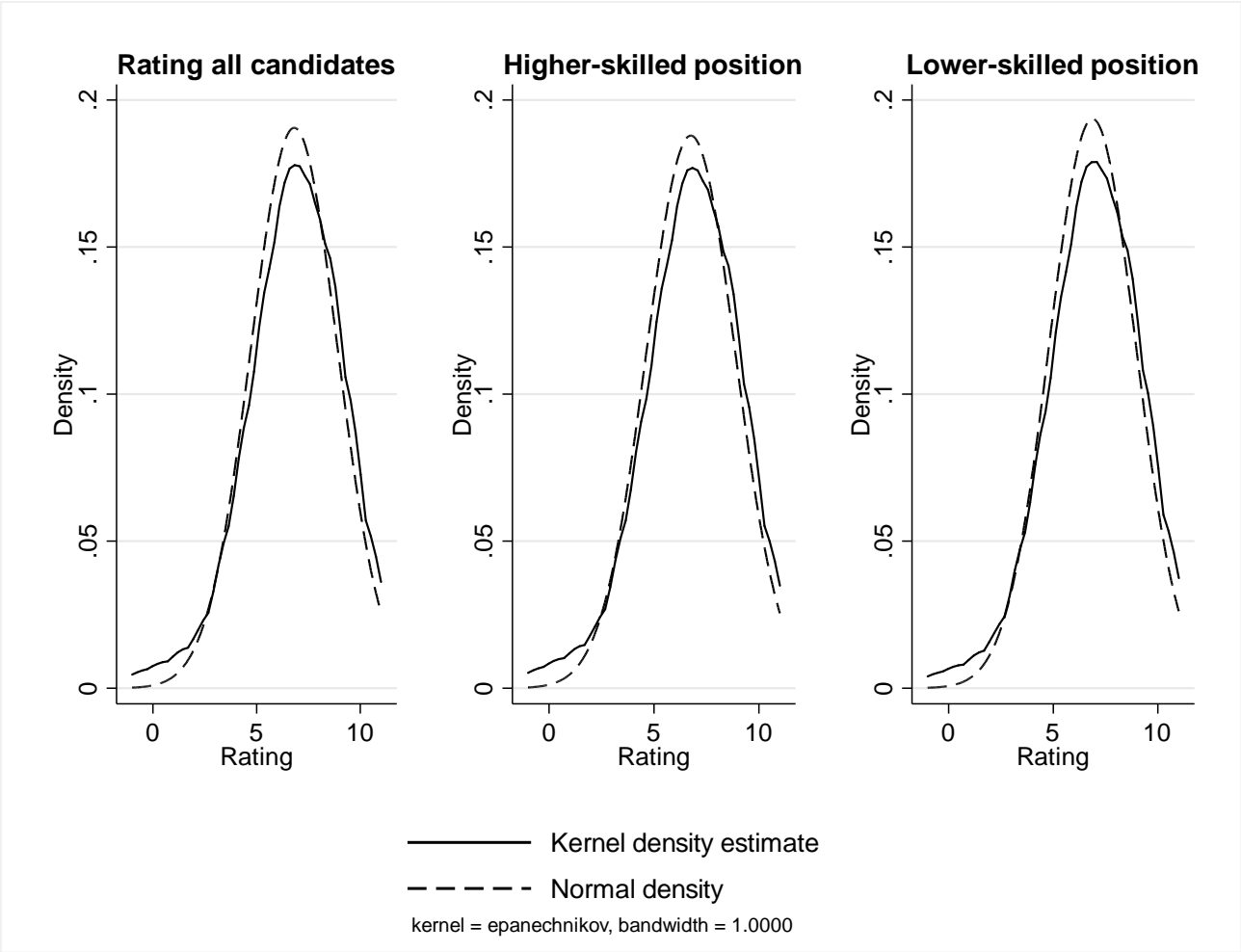


Table S9. Experimental protocol

Date	Step
3 March 2017	Postal letter announcing the survey
8 March 2017	Electronic survey link
14 March 2017	Reminder to those who had not yet responded
3 April 2017	Second reminder to those who had not yet responded
Ca 20 June 2017	Survey closed
Response rate	63.20 per cent (based on completed vignette ratings: 840 of 1329)

Table S10. Interview partners

Interviewee code	Interview mode	Date of interview	Interviewee gender	Interviewee's professional role	Firm / organisation characteristics
Int1	Face-to-face	25.05.2016	Female	Apprentice coordinator	Public sector, Public administration
Int2	Face-to-face	16.06.2016	Female	In-firm vocational trainer	Public sector, Public administration
Int3	Face-to-face	27.09.2016	Female	Career counsellor	Public sector, Education

Table S11. Pearson Chi-square test of egalitarian values and Public/Private sector

Egalitarian values	Private sector	Public sector	<i>Total</i>
Non-egalitarian	144	57	201
Egalitarian	225	139	364
<i>Total</i>	369	196	565

Pearson $\chi^2(1) = 55.2137$

Pr=0.000