

Online Appendix: Disabling Misperceptions?

How Employees (D)evaluate the Labor Force Participation of People with Disabilities

Experiment

We are now interested in your assessment of the labor market participation of people with disabilities.

Questions before the Information Treatment

What do you think is the percentage of people without disabilities who are employed, relative to the population without disabilities? Please provide a percentage estimate. A rough guess is sufficient.

_____ %

8: Don't know

9: No answer

And in contrast: What do you think is the percentage of people with disabilities who are employed, relative to the population with disabilities? Please provide a percentage estimate. A rough guess is sufficient.

_____ %

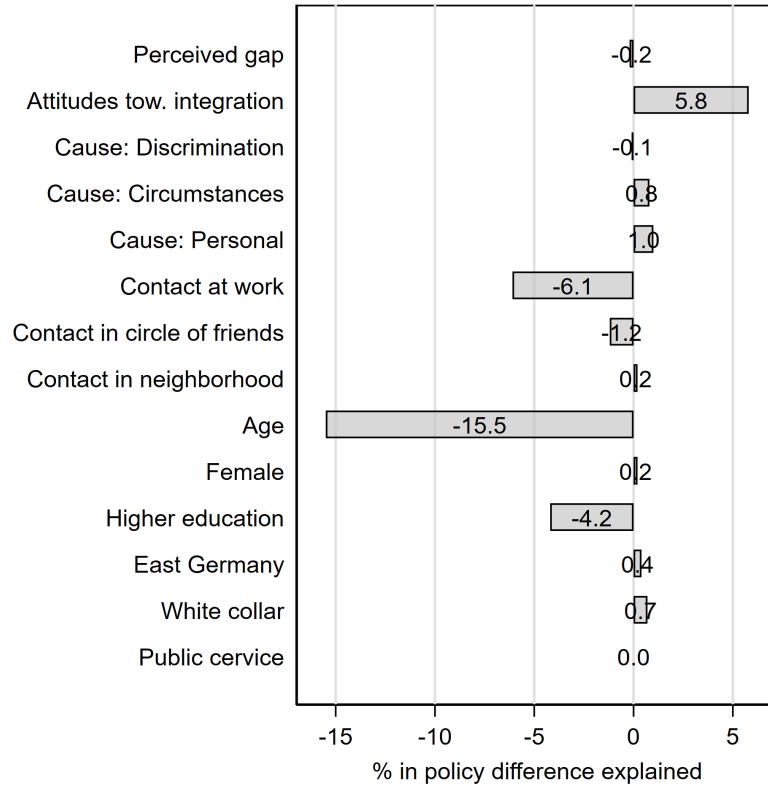
8: Don't know

9: No answer

Information Treatment

You indicated that the difference in labor force participation rates between people with and without disabilities is **X** percentage points. According to official statistics, employment among people with disabilities has steadily increased in recent years. However, unemployed people with disabilities are still less likely to find a regular job than those without severe disabilities. The actual difference in employment rates is 31 percentage points — meaning that people without disabilities participate in the labor market one-third more often than people with disabilities. Germany has committed to ensuring equal rights for people with and without disabilities in the labor market. This goal has not yet been achieved.

Appendix A: Additional Results



Notes: The figure depicts how much of the difference in EwD's and EoD's policy preferences is attributable to their perceptions, attitudes, and socio-demographics. The bars are the result of a Gelbach decomposition (Gelbach 2016) applied to the regressions in Table 3 by comparing the difference in their policy preferences between the base line model (model 1) and the full model (model 4). The difference in EwD's and EoD's policy preferences shrinks in the full model, relative to the baseline model, by 18.2%.

Fig. A1: Gelbach decomposition of policy preferences

Appendix B: Robustness Checks

Table A1: Predictors of missing values

	(1)	(2)	(3)	(4)
TRT	-0.006 (0.014)	0.020 (0.019)	0.009 (0.022)	0.006 (0.022)
EwD	-0.021 (0.014)	-0.022 (0.019)	-0.027 (0.022)	-0.010 (0.021)
Age				-0.015 (0.013)
Female				-0.019 (0.022)
Higher Education				0.022 (0.022)
East Germany				-0.093*** (0.031)
White collar				0.064** (0.026)
Public service				-0.025 (0.027)
Constant	0.966*** (0.010)	0.902*** (0.018)	0.881*** (0.019)	0.857*** (0.032)
Observations	1005	1005	1005	992

Notes: Results from linear probability models with survey weights applied. Dependent variable are dummies, denoting one if respondents have no missing values on their perceptions of PwD's and PoD's labor force participation rates in model (1), on their perception of PwD's integration in the labor market, causes of the gap, and their policy preferences in model (2), and on both their perceptions and policy preferences in model (3) and (4), and zero otherwise. 'TRT' are respondents in the treatment group who are informed about the actual gap in the labor force participation rates. 'EwD' are employees with disabilities (ref. employees without disabilities). For a description of the other covariates, see table 1. Robust standard errors are shown in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Table A2: Cross-correlations of missing values

	v1	v2	v3	v4	v5	v6	v7
v1: Perceived rate of PoD	1.00						
v2: Perceived rate of PwD	0.61	1.00					
v3: Attitudes tow. integration	0.17	0.23	1.00				
v4: Cause: Discrimination	0.13	0.10	0.07	1.00			
v5: Cause: Circumstance	0.14	0.17	0.15	0.26	1.00		
v6: Cause: Personal	0.13	0.10	0.21	0.17	0.37	1.00	
v7: Policy preferences	0.12	0.09	-0.01	0.05	0.24	0.23	1.00

Notes: The variables include the perceived labor force participation rates of persons with disabilities (PwD) and persons without disabilities (PoD), the perception of PwD's integration into the labor market, the perceived causes of the gap in labor force participation rates between PwD and PoD (i.e., discrimination, circumstances, and personal characteristics), and their policy preferences. For a description of the variables, see Section 2.

Table A3: Predictors of participation in the follow-up survey

	EwD		EoD	
	(1)	(2)	(3)	(4)
Age	-0.030** (0.012)	-0.036*** (0.013)	0.004*** (0.001)	0.005*** (0.001)
Female	-0.003 (0.021)	-0.003 (0.021)	-0.003 (0.002)	-0.004* (0.002)
Higher education	0.104*** (0.023)	0.104*** (0.023)	0.001 (0.002)	0.000 (0.003)
East Germany	-0.029 (0.025)	-0.040 (0.025)	-0.003 (0.003)	-0.003 (0.003)
White collar	0.037* (0.022)	0.033 (0.022)	0.003 (0.003)	0.005** (0.003)
Public service	0.060** (0.026)	0.043 (0.027)	0.002 (0.003)	0.004 (0.003)
Observations	1695	1695	17611	17611

Notes: Results from linear probability models. Dependent variable is a dummy, denoting one if respondents participated in the follow-up survey, and zero otherwise. Columns 1 and 3 show results from simple regression models, where the dependent variable is regressed on each covariate separately. Columns 2 and 4 show results from multiple regression models. For a description of covariates, see table 1. Robust standard errors are shown in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Table A4: Balancing

	EwD			EoD		
	Control	Treatment	P-Value	Control	Treatment	P-Value
Perceived rate of PoD	70.34	72.58	0.19	73.46	74.67	0.21
Perceived rate of PwD	43.48	43.85	0.99	40.43	37.19	0.10
Age	52.27	51.33	0.35	47.12	46.38	0.79
Female	0.52	0.47	0.30	0.51	0.46	0.28
East Germany	0.42	0.47	0.46	0.51	0.47	0.32
Higher Education	0.20	0.18	0.60	0.18	0.19	0.86
White collar	0.68	0.76	0.05	0.74	0.72	0.45
Public service	0.25	0.28	0.60	0.25	0.20	0.15
Contact at work	0.60	0.58	0.65	0.52	0.54	0.88
Contact in circle of friends	0.42	0.49	0.13	0.38	0.34	0.42
Contact in neighborhood	0.36	0.36	0.97	0.36	0.31	0.16

Notes: Survey weighted averages of a selection of variables for employees with disabilities (N=452) and employees without disabilities (N=479). P-values are the result of t -tests for testing significant group differences between control and treatment group. Variables are the perceived labor force participation rates of PoD and PwD (range: 0-100), age, gender, residence, occupational status, and stated contact with PwD. For a detailed description of variables, see Table 1.

Table A5: Cross-correlations of contact variables

	...work	...friends	...neighbor
Contact at work	1.00		
Contact in circle of friends	0.13	1.00	
Contact in neighborhood	0.30	0.20	1.00

Notes: Cross-correlations of the contact variables with PwD at work, in circle of friends, and in neighborhood.

Table A6: Preferences toward integrative policies by item

	Force		Principles		Penalties	
	(1)	(2)	(3)	(4)	(5)	(6)
EwD	0.333*** (0.098)	0.311*** (0.099)	0.245** (0.100)	0.208** (0.097)	0.246** (0.098)	0.155 (0.098)
Perceived gap		0.023 (0.053)		-0.015 (0.050)		-0.019 (0.049)
Attitudes tow. integration		-0.127** (0.059)		-0.166*** (0.057)		-0.174*** (0.055)
Attitudes tow. causes of gap						
Discrimination		-0.022 (0.052)		0.128** (0.057)		0.122** (0.053)
Circumstances		0.017 (0.054)		0.159*** (0.054)		0.139*** (0.053)
Personal		0.015 (0.050)		-0.108** (0.044)		0.007 (0.048)
<i>Contact with PwD</i>						
Contact at work		0.133 (0.103)		0.384*** (0.106)		0.200** (0.098)
Contact in circle of friends		0.163 (0.106)		-0.062 (0.099)		0.108 (0.096)
Contact in neighborhood		0.091 (0.106)		0.163 (0.100)		0.038 (0.098)
Constant	-0.178** (0.069)	-0.282** (0.139)	-0.134* (0.071)	-0.260** (0.118)	-0.133* (0.071)	0.017 (0.130)
Observations	427	427	427	427	427	427
Controls		Yes		Yes		Yes

Notes: Results from OLS regressions with survey weights applied, restricted to respondents in the control group. Dependent variables are attitudes toward different policies: Employers should be forced to hire severely disabled in models (1)-(2), companies should have written principles for the inclusion of PwD in models (3)-(4), and penalties should be increased for companies not meeting the severely disabled quota of 5% in models (5)-(6). For a description of variables, see Table 3. Robust standard errors are shown in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Table A7: Treatment effects on assessment of integration, causes, and policies

	Attitudes tow. integration	Cause: discrimination	Cause: circumstance	Cause: personal	Policy preferences
	(1)	(2)	(3)	(4)	(5)
TRT	-0.103 (0.066)	0.057 (0.070)	-0.023 (0.068)	-0.124* (0.066)	0.022 (0.068)
TRT: Underestimate	-0.287*** (0.088)	0.040 (0.095)	0.027 (0.088)	-0.102 (0.091)	-0.002 (0.094)
TRT: Overestimate	0.128 (0.096)	0.078 (0.103)	-0.085 (0.108)	-0.152 (0.096)	0.051 (0.097)
Observations	858	858	858	858	858
Controls	Yes	Yes	Yes	Yes	Yes

Notes: Results from OLS regressions with survey weights applied. For a description of models and main variables, see Table 4. Robust standard errors are shown in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Table A8: Perceived gap and assessment of PwD's labor market situation

	Attitudes tow. integration	Cause: discrimination	Cause: circumstance	Cause: personal	Policy preferences
	(1)	(2)	(3)	(4)	(5)
Perceived gap	-0.274*** (0.053)	0.045 (0.049)	0.045 (0.053)	0.019 (0.054)	0.064 (0.050)
Constant	0.126 (0.140)	-0.205 (0.149)	-0.182 (0.158)	0.033 (0.142)	-0.300** (0.139)
Observations	427	427	427	427	427
Controls	Yes	Yes	Yes	Yes	Yes

Notes: Results from OLS regressions with survey weights applied, restricted to respondents in the control group. Dependent variables are attitudes toward integration in model (1), and the evaluation of causes of the gap in the labor force participation rates, i.e., discrimination in model (2), social and economic circumstances in model (3), and personal characteristics and actions in model (4), and the policy preference scale in model (5). Main explanatory variable is the perceived gap in the labor force participation rates of PwD and PoD. Controls include respondents' disability status, contact variables with PwD (in contact with PwD at work, in circle of friends, and in neighborhood), socio-demographics (age standardized to a z score, gender, education, and residence in East Germany), and their occupational status (white collar and public servant). All metric variables are transformed into z-scores by subtracting the group mean and dividing by the group standard deviation. Robust standard errors are shown in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Table A9: Treatment effects on policy preferences by item

	Force hire severely disabled	Principles for PwD inclusion	Increase penalties
	(1)	(2)	(3)
Panel A: EwD			
TRT	-0.116 (0.101)	-0.244** (0.105)	0.101 (0.097)
TRT: Underestimate	-0.063 (0.128)	-0.290** (0.135)	0.049 (0.130)
TRT: Overestimate	-0.205 (0.165)	-0.167 (0.165)	0.187 (0.143)
Observations	415	415	415
Panel B: EoD	(1)	(2)	(3)
TRT	0.156 (0.096)	0.041 (0.101)	0.082 (0.094)
TRT: Underestimate	0.159 (0.137)	-0.070 (0.151)	0.143 (0.135)
TRT: Overestimate	0.153 (0.134)	0.150 (0.133)	0.021 (0.130)
Observations	443	443	443
Controls	Yes	Yes	Yes

Notes: Treatment effects on respondents' policy preferences by item. Dependent variables are their agreement to the statements that employers should be forced to employ severely disabled in model (1), that every company should have written principles for the inclusion of PwD in model (2), and that penalties for companies should be increased if not meeting the quota of hiring 5% severely disabled in model (3). For a description of models and variables, see Table 4. Robust standard errors are shown in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Table B1: Robustness - Treatment effects without controls

	Attitudes tow. integration	Cause: discrimination	Cause: circumstance	Cause: personal	Policy preferences
Panel A: EwD	(1)	(2)	(3)	(4)	(5)
TRT	-0.241** (0.099)	-0.105 (0.098)	0.068 (0.100)	-0.064 (0.099)	-0.055 (0.094)
TRT: Underestimate	-0.335*** (0.129)	0.008 (0.126)	-0.035 (0.122)	-0.017 (0.121)	-0.109 (0.128)
TRT: Overestimate	-0.086 (0.153)	0.168 (0.162)	-0.112 (0.168)	-0.119 (0.148)	-0.098 (0.151)
Observations	415	415	415	415	415
Panel B: EoD	(1)	(2)	(3)	(4)	(5)
TRT	0.045 (0.088)	0.123 (0.098)	0.039 (0.098)	0.003 (0.094)	-0.096** (0.042)
TRT: Underestimate	-0.194 (0.121)	0.070 (0.143)	0.102 (0.123)	-0.107* (0.061)	0.146 (0.148)
TRT: Overestimate	0.280** (0.126)	0.007 (0.133)	-0.094 (0.142)	-0.084 (0.059)	0.100 (0.130)
Observations	443	443	443	443	443

Notes: Results from OLS regressions with survey weights applied. For a description of models and main variables, see Table 4. Robust standard errors are shown in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Table B2: Robustness - Treatment effects with 5 PP tolerance

	Attitudes tow. integration	Cause: discrimination	Cause: circumstance	Cause: personal	Policy preferences
	(1)	(2)	(3)	(4)	(5)
Panel A: EwD					
TRT	-0.259** (0.111)	-0.040 (0.108)	0.087 (0.112)	-0.065 (0.108)	-0.092 (0.108)
TRT: Underestimate	-0.416*** (0.148)	0.056 (0.144)	-0.042 (0.136)	-0.051 (0.144)	-0.025 (0.144)
TRT: Overestimate	-0.022 (0.166)	0.132 (0.178)	-0.010 (0.179)	-0.153 (0.163)	-0.061 (0.164)
Observations	337	337	337	337	337
Panel B: EoD					
TRT	0.139 (0.096)	0.116 (0.109)	-0.095 (0.107)	0.066 (0.105)	-0.071 (0.048)
TRT: Underestimate	-0.151 (0.139)	-0.108 (0.173)	0.240* (0.138)	-0.087 (0.075)	0.192 (0.175)
TRT: Overestimate	0.357*** (0.128)	-0.085 (0.136)	-0.065 (0.152)	-0.060 (0.064)	0.059 (0.138)
Observations	356	356	356	356	356
Controls	Yes	Yes	Yes	Yes	Yes

Notes: Results from OLS regressions with survey weights applied. 'TRT: Underestimate' is the treatment effect among respondents who underestimated the actual gap by more than 5 percentage points (Misp=0 in equation(2)). 'TRT: Overestimate' is the treatment effect among respondents who overestimated the actual gap by more than 5 percentage points (Misp=1 in equation(2)). For a description of models and main variables, see Table 4. Robust standard errors are shown in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

Table B3: Robustness - Treatment effects with 10 PP tolerance

	Attitudes tow. integration	Cause: discrimination	Cause: circumstance	Cause: personal	Policy preferences
	(1)	(2)	(3)	(4)	(5)
Panel A: EwD					
TRT	-0.305** (0.125)	-0.180 (0.121)	0.079 (0.124)	-0.151 (0.118)	-0.109 (0.122)
TRT: Underestimate	-0.410*** (0.153)	0.031 (0.146)	-0.126 (0.138)	-0.061 (0.149)	-0.091 (0.148)
TRT: Overestimate	-0.082 (0.215)	0.180 (0.232)	-0.204 (0.225)	-0.210 (0.210)	-0.369* (0.210)
Observations	277	277	277	277	277
Panel B: EoD					
TRT	0.130 (0.117)	0.082 (0.129)	-0.083 (0.123)	0.128 (0.130)	-0.077 (0.058)
TRT: Underestimate	-0.159 (0.158)	-0.082 (0.188)	0.235 (0.158)	-0.116 (0.084)	0.114 (0.192)
TRT: Overestimate	0.403** (0.169)	-0.085 (0.161)	0.027 (0.205)	-0.039 (0.080)	0.051 (0.172)
Observations	263	263	263	263	263
Controls	Yes	Yes	Yes	Yes	Yes

Notes: Results from OLS regressions with survey weights applied. 'TRT: Underestimate' is the treatment effect among respondents who underestimated the actual gap by more than 10 percentage points (Misp=0 in equation(2)). 'TRT: Overestimate' is the treatment effect among respondents who overestimated the actual gap by more than 10 percentage points (Misp=1 in equation(2)). For a description of models and main variables, see Table 4. Robust standard errors are shown in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.