

Introduction to the discrete choice experiment (DCE) survey instrument:

Overview of attributes shown to the participants prior to the DCE:

Attributes	Wordings presented to participants	Attribute levels
	General introduction: <i>'If an individual develops diabetes [chronic disease] it can be challenging if there is a lack of flexibility at the workplace. The individual may, for example, have an increased need to attend medical appointments or take unscheduled breaks and certain work-tasks can be difficult to manage.</i> <i>In the following pages we describe different initiatives through which the workplace can provide flexibility if an employee develops diabetes [chronic disease]. The initiatives are as follows:'</i>	
Part-time option	<i>If an employee develops diabetes [chronic disease] should s/he be allowed to retain their job, but work on a part-time basis? Wages would be reduced accordingly.</i>	Yes/ No
Customizing job	<i>If an employee develops diabetes [chronic disease] and duly encounters difficulties in carrying out their work should s/he be allowed to change their job-description or be retrained for a new job?</i>	Yes/ No
Extra breaks with pay	<i>Employees with diabetes [chronic disease] may need to hold intermittent breaks. They should be allowed to do this without having their wages docked.</i>	Yes/ No
Time off for medical visits and education	<i>People with diabetes [chronic disease] should be allowed the opportunity to attend medical appointments or patient education courses during normal working-hours; Either by taking time off or as a part of their working day.</i>	Yes-with pay/ Yes-without pay/ No
Reduction in pay	<i>Monthly reduction in pay after taxes.</i>	7 €/ 13 €/ 27 €/ 66 €

Description of DCEs shown to participants asked about diabetes [chronic disease]:

“In the following you are to imagine that you are employed at in a large company where some of the employees are diagnosed with diabetes [chronic disease]. This could be your current or future place of work.

The company has different options of putting together initiatives that are directed at people who are diagnosed with diabetes [chronic disease]. Some initiatives cost money to implement, and you have to imagine that the presented amount would be subtracted from your monthly pay-check after taxes.

On each page there are two options. Choose the option that you prefer.

We emphasize that this is a thought experiment.”