

EMPLOYEES SURVEY BOCCONI - DESCRIPTIVES

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1. INTRODUCTION

Dovrei compilare questo report entro la prossima settimana in teoria...

2. MAIN SECTION

2.1 Subsection

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Table 1: Sample means by NCC use

Variable	Overall	<i>With clause</i>	<i>Without clause</i>	<i>Difference</i>
Male	0.53	0.55	0.51	0.05***
Age	41.83	40.49	42.80	-2.31***
Low education	0.12	0.09	0.14	-0.05***
Mid education	0.41	0.37	0.44	-0.07***
High education	0.47	0.54	0.42	0.12***
Permanent contract	0.85	0.84	0.85	-0.01*
Fixed-term contract	0.13	0.14	0.12	0.02**
Temporary/agency	0.02	0.02	0.02	-0.00
Employed full-time	0.91	0.93	0.89	0.04***
Employed part-time	0.09	0.07	0.11	-0.04***
1–4 employees	0.06	0.04	0.06	-0.02***
5–9 employees	0.07	0.06	0.08	-0.02***
10–49 employees	0.19	0.17	0.20	-0.02***
50–249 employees	0.24	0.25	0.24	0.01
250–999 employees	0.19	0.22	0.16	0.06***
1000+ employees	0.25	0.25	0.25	-0.00

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3. CONCLUSION

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TABLES

Table 1: Sample means by NCC use

Variable	Overall	<i>With clause</i>	<i>Without clause</i>	<i>Difference</i>
Male	0.53	0.58	0.50	0.08***
Age	41.66	39.87	42.97	-3.10***
Low education	0.11	0.09	0.12	-0.03***
Mid education	0.37	0.30	0.42	-0.12***
High education	0.52	0.61	0.46	0.16***
Permanent contract	0.89	0.86	0.91	-0.05***
Fixed-term contract	0.10	0.13	0.07	0.06***
Temporary/agency	0.01	0.01	0.02	-0.01**
Employed full-time	0.87	0.90	0.85	0.05***
Employed part-time	0.13	0.10	0.15	-0.05***
1–4 employees	0.05	0.03	0.06	-0.02***
5–9 employees	0.06	0.05	0.08	-0.03***
10–49 employees	0.19	0.16	0.21	-0.05***
50–249 employees	0.22	0.25	0.19	0.05***
250–999 employees	0.20	0.23	0.18	0.05***
1000+ employees	0.28	0.28	0.28	0.01

Table 2: Sample means by NCC use

Variable	Overall	<i>With clause</i>	<i>Without clause</i>	<i>Difference</i>
Male	0.54	0.56	0.52	0.04**
Age	40.84	39.63	41.68	-2.06***
Low education	0.03	0.03	0.03	-0.00
Mid education	0.52	0.49	0.55	-0.06***
High education	0.45	0.49	0.42	0.06***
Permanent contract	0.81	0.82	0.80	0.02
Fixed-term contract	0.17	0.17	0.18	-0.01
Temporary/agency	0.02	0.01	0.02	-0.01
Employed full-time	0.92	0.93	0.91	0.02
Employed part-time	0.08	0.07	0.09	-0.02
1–4 employees	0.05	0.04	0.05	-0.01
5–9 employees	0.08	0.07	0.09	-0.02
10–49 employees	0.22	0.22	0.21	0.01
50–249 employees	0.26	0.24	0.27	-0.03*
250–999 employees	0.18	0.23	0.15	0.07***
1000+ employees	0.22	0.20	0.22	-0.02

Table 3: Sample means by NCC use

Variable	Overall	<i>With clause</i>	<i>Without clause</i>	<i>Difference</i>
Male	0.51	0.51	0.51	0.00
Age	42.94	42.12	43.50	-1.37***
Low education	0.26	0.19	0.31	-0.12***
Mid education	0.35	0.37	0.34	0.03
High education	0.39	0.44	0.35	0.09***
Permanent contract	0.81	0.82	0.81	0.01
Fixed-term contract	0.16	0.16	0.16	-0.00
Temporary/agency	0.03	0.02	0.03	-0.01
Employed full-time	0.93	0.94	0.93	0.01
Employed part-time	0.07	0.06	0.07	-0.01
1–4 employees	0.09	0.08	0.10	-0.02
5–9 employees	0.10	0.09	0.10	-0.01
10–49 employees	0.20	0.21	0.19	0.02
50–249 employees	0.22	0.22	0.22	0.00
250–999 employees	0.16	0.17	0.16	0.01
1000+ employees	0.23	0.23	0.23	-0.00

Table 4: Sample means by NCC use

Variable	Overall	<i>With clause</i>	<i>Without clause</i>	<i>Difference</i>
Male	0.54	0.57	0.51	0.06***
Age	41.89	40.36	43.11	-2.75***
Low education	0.07	0.06	0.09	-0.03***
Mid education	0.41	0.34	0.47	-0.13***
High education	0.51	0.61	0.44	0.17***
Permanent contract	0.89	0.87	0.90	-0.04***
Fixed-term contract	0.09	0.11	0.08	0.03**
Temporary/agency	0.02	0.02	0.01	0.01*
Employed full-time	0.90	0.94	0.86	0.07***
Employed part-time	0.10	0.06	0.14	-0.07***
1–4 employees	0.04	0.02	0.05	-0.02***
5–9 employees	0.05	0.03	0.06	-0.03***
10–49 employees	0.14	0.11	0.17	-0.07***
50–249 employees	0.27	0.28	0.27	0.01
250–999 employees	0.21	0.27	0.16	0.11***
1000+ employees	0.29	0.30	0.29	0.00

Table 5: When employees first learned about signing a non-compete clause, by country

When did you first learn that you would be asked to sign a non-compete clause?	Belgium	Poland	Portugal	Sweden
<i>Before accepting the position</i>	28.2	30.0	24.2	38.3
<i>After accepting the position, but before signing the contract</i>	18.8	20.6	13.0	18.8
<i>At the moment of signing the contract</i>	27.7	19.2	26.7	16.9
<i>When I received a promotion or salary increase</i>	6.5	6.3	4.6	6.5
<i>After receiving more responsibilities or access to confidential information</i>	3.7	4.3	3.7	3.4
<i>While I was already working, without any changes to my job and salary</i>	2.9	5.4	4.8	2.0
<i>I don't remember</i>	10.5	12.3	19.6	11.4

Table 6: How employees handled agreements before signing, by country

How did you handle the agreement before signing?	Belgium	Poland	Portugal	Sweden
<i>Signed it without reading</i>	9.0	8.0	5.4	14.9
<i>Read it quickly before signing</i>	25.0	26.7	16.9	22.1
<i>Read it carefully before signing</i>	44.9	43.6	52.3	41.0
<i>Consulted friends/family before signing</i>	14.9	7.9	5.9	15.8
<i>Consulted lawyer / advisor / trade union</i>	8.8	6.4	5.6	8.9
<i>Consulted specialist websites or blogs</i>	3.4	3.1	1.5	2.4
<i>I don't remember</i>	8.8	8.2	15.2	8.9

Table 7: Did employees try to negotiate the terms of the non-compete clause or obtain other benefits, by country

Did you try to negotiate the terms of the non-compete clause or obtain other benefits?	Belgium	Poland	Portugal	Sweden	Total
<i>Yes</i>	23.7	21.1	13.1	34.7	23.2
<i>No</i>	66.9	62.7	71.2	52.9	63.4
<i>Don't remember / Prefer not to say</i>	9.3	16.1	15.7	12.4	13.4

Table 8: Reasons employees signed non-compete clauses, among those who did not negotiate. Expressed in percentages.

Reason for signing the non-compete clause	Belgium	Poland	Portugal	Sweden
<i>Assumed the non-compete clause was non-negotiable</i>	19.4	21.1	19.1	17.4
<i>Was told the non-compete clause was non-negotiable</i>	15.5	14.1	7.8	11.7
<i>Found the terms of the non-compete clause reasonable</i>	32.3	25.6	28.2	32.8
<i>Not signing could have created tension with employer</i>	11.5	10.9	13.9	9.5
<i>Did not think employer would enforce the clause</i>	10.9	9.4	10.3	12.1
<i>Did not think a court would enforce the clause</i>	7.2	3.8	3.6	4.8
<i>Expected similar clauses at other jobs</i>	20.3	16.5	11.4	20.3
<i>Wanted to secure the job as quickly as possible</i>	21.3	19.0	23.2	21.1
<i>Did not have enough time to explore options</i>	10.5	7.7	8.7	7.3
<i>Did not think there were comparable jobs elsewhere</i>	7.7	6.8	6.8	6.7
<i>Other / Don't remember / Prefer not to say</i>	6.5	9.5	13.1	9.8