

Technical Appendix to
CAN TEAMS HELP TO CLOSE THE GENDER COMPETITION
GAP?*

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Appendix: Instructions

Welcome to this experiment in decision making. In the experiment, today you will be asked to complete four different tasks. None of these tasks will take more than 5 min. We will randomly select one of the tasks and pay you based on your performance in that task. Once you have completed the four tasks, we determine which task counts for payment by drawing a number between 1 and 4. The method we use to determine your earnings varies across tasks. Before each task, we will describe in detail how your payment is determined. The instructions are simple and if you follow them carefully and make good decisions, you may earn a considerable amount of money that will be paid to you in cash at the end of the experiment.

[TEAM SESSIONS ONLY: Please stand up. You will have a partner in this experiment. Your partner is the person standing directly across from you. Please be seated and we will read the instructions for the first task.]

ARE THERE ANY QUESTIONS BEFORE WE BEGIN?

Task 1 – Piece Rate

For this task, you will be asked to calculate the sum of five randomly chosen two-digit numbers. You will be given 5 min to calculate the correct sum of a series of these problems. You cannot use a calculator to determine this sum, however, you are welcome to write the numbers down and make use of the provided scratch paper.

Here is a sample of what the problems will look like:

Sample problem:					Sum:
22	46	89	10	73	240

You will be given a series of five 2-digit numbers in exactly this format and you must record your answers in the column on the right.

[INDIVIDUAL SESSIONS: If Task 1 is the one randomly selected for payment, then you will receive 50 cents for each problem that you solve correctly in the 5 min. Your payment does not decrease if you provide an incorrect answer to a problem. We refer to this payment as the *piece rate* payment.]

[TEAM SESSIONS: If Task 1 is the one randomly selected for payment, then you will receive 25 cents for each problem that you solve correctly in the 5 min and an additional 25 cents for each problem that your partner solves correctly in the 5 min. Your payment does not decrease if you provide an incorrect answer to a problem. We refer to this payment as the *piece rate* payment.]

Please do not talk with one another for the duration of the experiment. If you have any questions, please raise your hand.

ARE THERE ANY QUESTIONS BEFORE WE BEGIN?

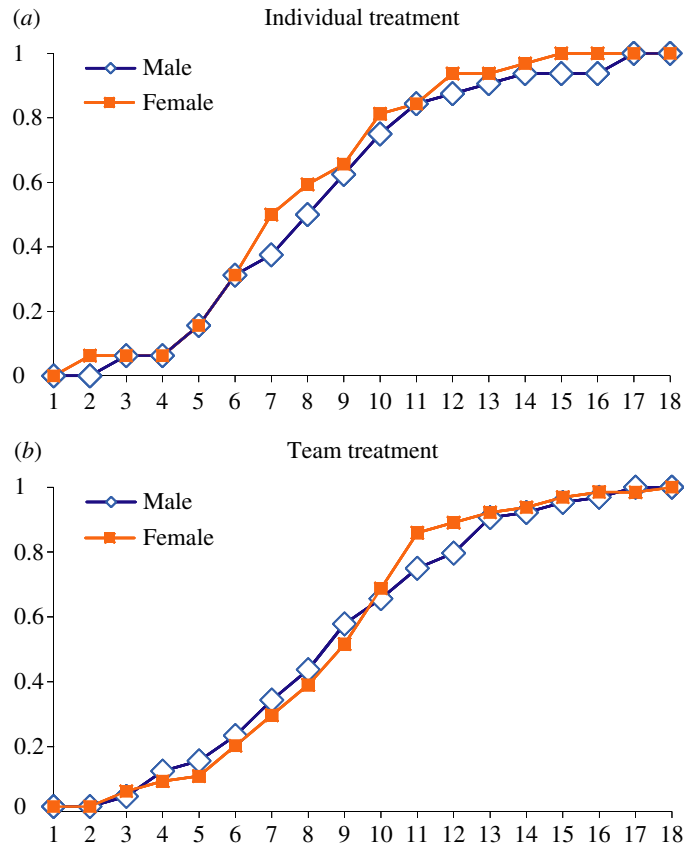


Fig. A1. Cumulative Distribution Functions for Men and Women for Piece-Rate Compensation (Task 1)

Task 2 – Tournament

[INDIVIDUAL SESSIONS: As in Task 1, you will be given 5 min to calculate the correct sum of a series of five 2-digit numbers. However, for this task, your payment depends on your performance relative to that of a group of other participants. Each group consists of four people and the three other members of your group are located in the same row as you. If Task 2 is the one randomly selected for payment, then your earnings depend on the number of problems you correctly solve compared with the three other people in your group. The individual who correctly solves the largest number of problems will receive \$2 per correct problem, whereas the other participants receive no payment. We refer to this as the *tournament* payment. You will not be informed of how you did in the tournament until all four tasks have been completed. If there are ties, the winner will be randomly determined.]

[TEAM SESSIONS: As in Task 1, you will be given 5 min to calculate the correct sum of a series of five 2-digit numbers. However, for this task, your payment depends on the performance of your team relative to that of a group of other teams. Each group consists of four teams and the three other teams of your group are located in the same seating area as you. If Task 2 is the one randomly selected for payment, then your

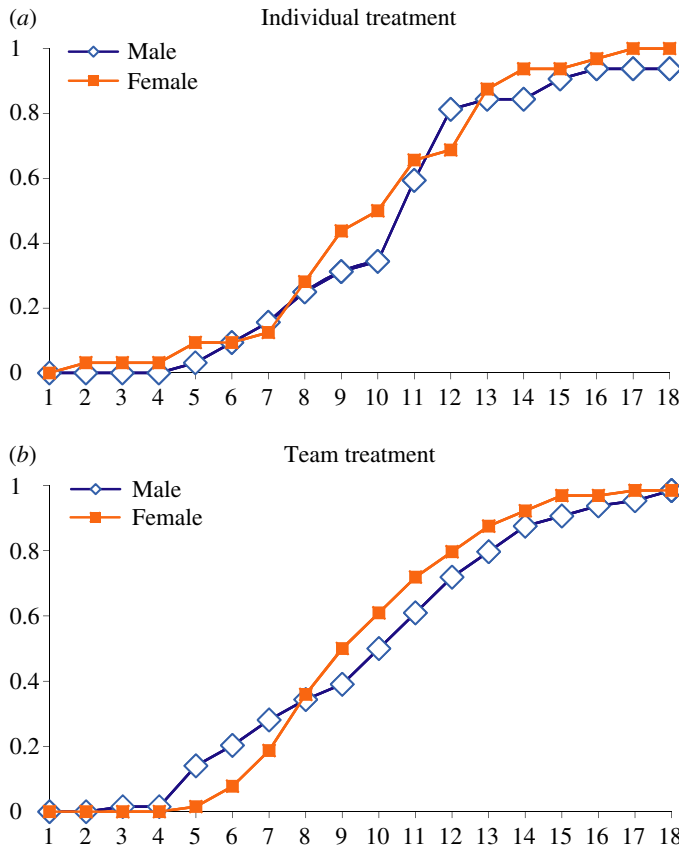


Fig. A2. Cumulative Distribution Functions for Men and Women for Tournament Compensation (Task 2)

earnings depend on the number of problems your team solves compared with the three other teams in your group. Each member of the team that correctly solves the largest number of problems will receive \$1 for each problem that each player answers correctly, whereas the members of the other teams receive no payment. We refer to this as the *tournament* payment. You will not be informed of how your team did in the tournament until all four tasks have been completed. If there are ties, the winner will be randomly determined.]

Please do not talk with one another. If you have any questions, please raise your hand.

ARE THERE ANY QUESTIONS BEFORE WE BEGIN?

Task 3 – Choice

As in the previous two tasks, you will be given 5 min to calculate the correct sum of a series of five 2-digit numbers. However, you will now get to choose which of the two previous payment schemes you prefer to apply to your performance on the third task.

If Task 3 is the one randomly selected for payment, then your earnings for this task are determined as follows:

[INDIVIDUAL SESSIONS: If you choose the *piece rate*, you receive 50 cents per problem you solve correctly.

If you choose the *tournament*, your performance on this task will be evaluated relative to the performance of the other three participants of your group in the Task 2 tournament. The Task 2 tournament is the one you just completed. If you now (in Task 3) correctly solve more problems than they did in Task 2, then you receive four times the payment from the piece rate, which is equivalent to \$2 per correct problem. You will receive no earnings for this task if you choose the tournament and do not solve more problems correctly now than the others in your group did in the Task 2 tournament. You will not be informed of how you did in the tournament until all four tasks have been completed. If there are ties, the winner will be randomly determined.

It makes sense to choose the *piece rate* if you believe your Task 3 performance will not finish in first place when compared with your other three group members' Task 2 performances. It makes sense to choose the *tournament* if you believe your Task 3 performance will finish in first place when compared with your other three group members' Task 2 performances.]

[TEAM SESSIONS: Each of you will make a choice about whether to choose the *piece rate* or *tournament* payment for your team. We will randomly select one of the two choices from each team to be the decision for the team.

If the decision for your team is the *piece rate*, you receive 25 cents for each problem you solve correctly and 25 cents for each problem your partner solves correctly.

If the decision for your team is the *tournament*, your team's performance on this task will be evaluated relative to the performance of the other three teams in your group in the Task 2 tournament. The Task 2 tournament is the one you just completed. If your

team now (in Task 3) correctly solves more problems than the other teams did in Task 2, then you receive four times the payment from the piece rate, which is equivalent to \$1 for every correct problem that you solved and \$1 for every problem your partner solved correctly. You will receive no earnings for this task if you choose the tournament and your team does not solve more problems correctly now than the other teams in your group did in the Task 2 tournament. You will not be informed of how your team did in the tournament until all four tasks have been completed. If there are ties, the winner will be randomly determined.

It makes sense to choose the *piece rate* if you believe your team's Task 3 performance will not finish in first place when compared with the other three teams' Task 2 performances. It makes sense to choose the *tournament* if you believe your team's Task 3 performance will finish in first place when compared with the other three teams' Task 2 performances.]

We will now pass out a sheet of paper that asks you to choose whether you want the *piece rate* or the *tournament* to be applied to your team's performance. You will then be given 5 min to calculate the correct sum of a series of five randomly chosen two-digit numbers.

Please do not talk with one another. If you have any questions, please raise your hand.

ARE THERE ANY QUESTIONS BEFORE WE BEGIN?

Task 4 – Another Choice

You do not have to add any numbers for the fourth task of the experiment. Instead you may be paid one more time for the number of problems you solved in Task 1 – Piece Rate. However, you now have to choose which payment scheme you want applied to the number of problems you solved. You can either choose to be paid according to the *piece rate*, or according to the *tournament*.

If the fourth task is the one selected for payment, then your earnings for this task are determined as follows:

[INDIVIDUAL SESSIONS: If you choose the *piece rate*, you receive 50 cents for each problem you solved correctly in Task 1.

If you choose the *tournament*, your performance will be evaluated relative to the performance of the other three participants of your group in Task 1. If you correctly solved more problems in Task 1 than the other participants did, then you receive four times the earnings of the piece rate, which is equivalent to \$2 per correct problem. You will receive no earnings for this task if you choose the tournament and did not solve more problems correctly in Task 1 than the other members of your group. If there are ties, the winner will be randomly determined.

It makes sense to choose the *piece rate* if you believe your Task 1 performance would not finish in first place compared with your other three group members' Task 1 performances. It makes sense to choose the *tournament* if you believe your Task 1 performance would finish in first place when compared with your other three group members' Task 1 performances.]

[TEAM SESSIONS: Each of you will make a choice about whether to choose the piece rate or tournament payment for your team. We will randomly select one of the two choices from each team to be the decision for the team.

If your team chooses the *piece rate*, you receive 25 cents for each problem you solved correctly and 25 cents for each problem your partner solved correctly in Task 1.

If your team chooses the *tournament*, your team's performance will be evaluated relative to the performance of the other three participants of your group in Task 1. If your team correctly solved more problems in Task 1 than the other teams did, then you receive four times the earnings of the piece rate, which is equivalent to \$1 for every correct problem that you solved and \$1 for every problem your partner solved correctly. You will receive no earnings for this task if your team chooses the tournament and did not solve more problems correctly in Task 1 than the other three teams in your group. If there are ties, the winner will be randomly determined.

It makes sense to choose the *piece rate* if you believe your team's Task 1 performance will not finish in first place when compared to the other three teams' Task 1 performances. It makes sense to choose the *tournament* if you believe your team's Task 1 performance will finish in first place when compared to the other three teams' Task 1 performances.]

We will now pass out a sheet of paper that asks you to choose whether you want the *piece rate* or the *tournament* applied to your team's Task 1 performance.

Please do not talk with one another. If you have any questions, please raise your hand.

ARE THERE ANY QUESTIONS BEFORE WE BEGIN?

Evaluation Question

[INDIVIDUAL SESSIONS: For this final question, you can receive additional payment if you correctly predict your performance on Task 1 in relation to the other three individuals in your group. If you correctly pick the place in which you finished, you will earn an additional \$1.]

[TEAM SESSIONS: For this final question, you can receive additional payment if you correctly predict your team's performance on Task 1 in relation to the other three teams in your group. If you correctly pick the place in which your team finished, you will earn an additional \$1.]

If there are any ties, they will be randomly broken.

Please do not talk with one another. If you have any questions, please raise your hand.

ARE THERE ANY QUESTIONS BEFORE WE BEGIN?