For Online Publication:

"Does Identity Affect Labor Supply?"
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I. Appendix figures and tables

Figure A1: Descriptive pictures of tasks

Notes. During the job take-up exercise, workers were provided descriptive pictures of the extra tasks, such as these in this figure. The examples here depict washing clothes, sweeping animal sheds, mending grass mats, and mending leather shoes.

Figure A2: Ranks assigned to castes

*Panel A: Variation in reported ranks*
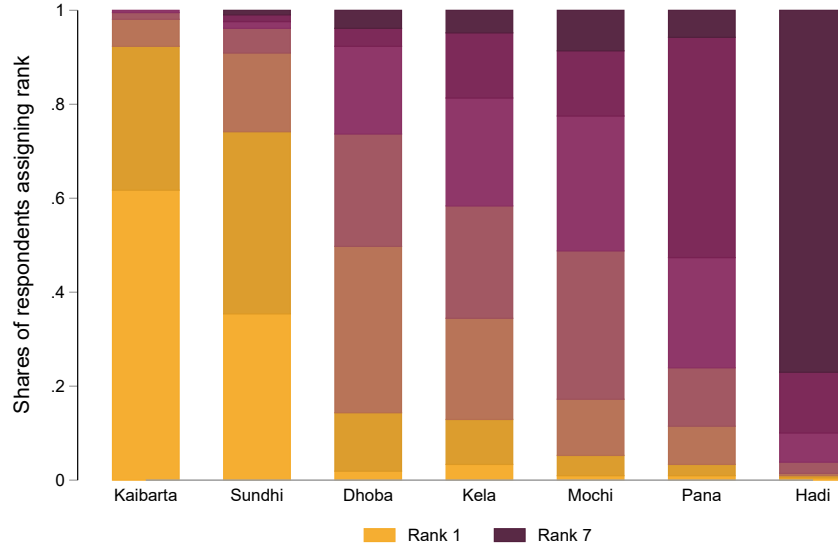
Panel B: Comparison against castes with task associations
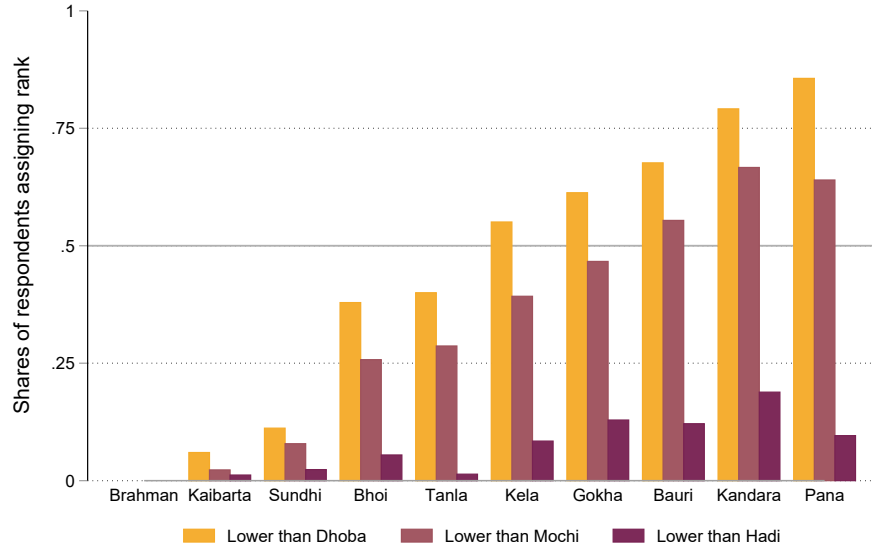
Notes. This figure provides additional information about caste ranking from the Rank Survey. Panel A plots the distribution of ranks assigned to the seven castes involved in the experiment. Lighter colors indicate higher ranks. Panel B shows how the ten castes used in analyzing experience levels in Appendix Table A9 rank against the three castes with task associations. The bars indicate the shares of respondents that rank a given caste lower than Dhoba, Mochi, and Hadi, respectively.

Figure A3: Caste-sensitive opinions of oneself vs. others
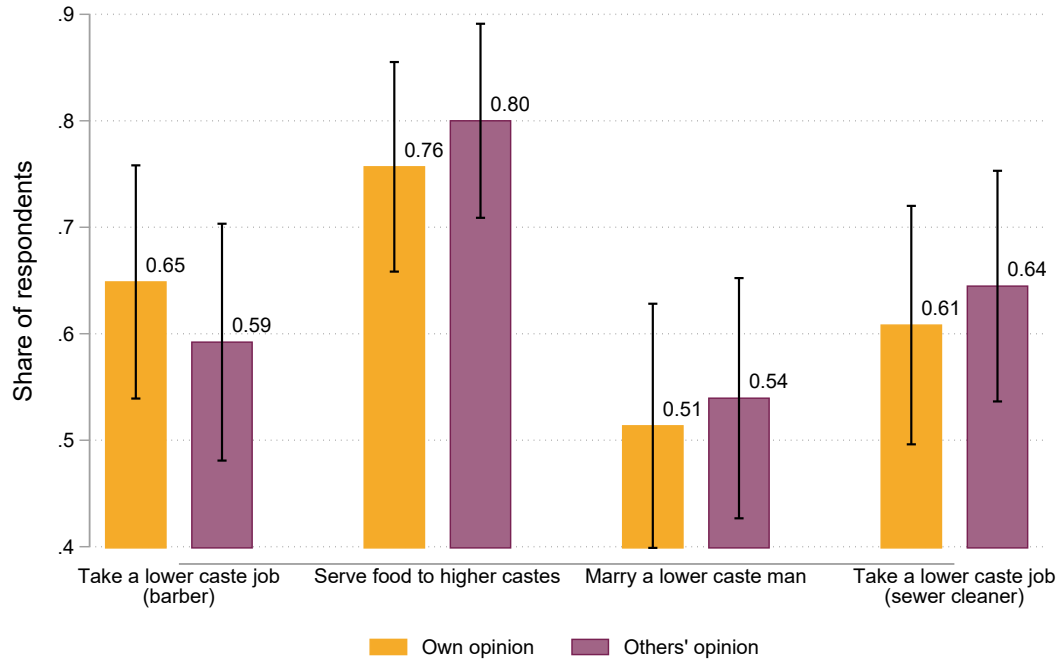
Notes. This figure plots the share of Task Survey participants who express caste-sensitive opinions, either of their own or of their friends and neighbors. There were four vignette questions describing characters violating various caste norms, listed as Q1-Q4 in Appendix Section E. Randomly selected half of the participants were asked in their personal view whether they approve of the characters' actions. The rest were asked whether their friends and neighbors would approve of such actions. The figure shows the share of participants who express disapproval for not following caste norms with 95% confidence intervals.

Table A1: Consistency of caste rank scores

	Rank assigned to caste			
	(1)	(2)	(3)	(4)
Sundhi	0.573	0.518	0.705	0.491
	(0.104)	(0.167)	(0.183)	(0.196)
Dhoba	2.234	2.157	2.296	2.250
	(0.100)	(0.199)	(0.173)	(0.149)
Kela	2.620	2.573	2.666	2.619
	(0.110)	(0.176)	(0.184)	(0.218)
Mochi	3.076	2.983	3.186	3.055
	(0.107)	(0.191)	(0.182)	(0.187)
Pana	3.703	3.714	3.746	3.647
	(0.093)	(0.160)	(0.165)	(0.164)
Hadi	5.120	5.047	5.309	5.000
	(0.087)	(0.157)	(0.123)	(0.174)
Own caste	-0.766	-0.730	-0.937	-0.634
	(0.111)	(0.187)	(0.207)	(0.181)
Instruction type	All types	General	Food-related	Water-related
Mean rank for Kaibarta	1.48	1.53	1.42	1.50
P-val: equality of ranks				
Sundhi = Dhoba	0.00	0.00	0.00	0.00
Dhoba = Kela	0.01	0.14	0.17	0.16
Kela = Mochi	0.00	0.12	0.02	0.10
Mochi = Pana	0.00	0.00	0.02	0.01
Pana = Hadi	0.00	0.00	0.00	0.00
Observations	1,463	490	497	476

Notes. This table shows how respondents ranked the seven experimental castes during the Rank Survey. The columns report results from regressing assigned ranks on caste-specific dummies and an indicator for whether the ranked caste coincides with the respondent's caste. Column 1 uses all observations and Columns 2-4 show the results by instruction type. Standard errors are clustered at the respondent level.

Table A2: Task associations and experiences

	Caste association		Gender association			Previously performed			
	Any caste (1)	Any SC (2)	Men (3)	Women (4)	Both (5)	In own HH (6)	Outside HH (7)	For wage (8)	Ever (9)
Washing clothes	0.74	0.73	0.01	0.19	0.79	0.97	0.00	0.02	0.98
Washing farming tools	0.04	0.00	0.70	0.01	0.27	0.84	0.01	0.11	0.89
Mending leather shoes	0.99	0.99	0.86	0.00	0.13	0.18	0.00	0.00	0.18
Mending grass mats	0.28	0.15	0.32	0.05	0.39	0.10	0.01	0.01	0.10
Sweeping latrines	0.85	0.85	0.51	0.08	0.38	0.51	0.01	0.02	0.51
Sweeping animal sheds	0.04	0.00	0.10	0.17	0.73	0.80	0.01	0.01	0.81
Making paper bags	0.09	0.01	0.05	0.15	0.65	0.10	0.00	0.00	0.10
Deshelling peanuts	0.03	0.01	0.05	0.15	0.66	0.71	0.01	0.05	0.74
Making ropes	0.07	0.03	0.67	0.01	0.27	0.31	0.01	0.01	0.33
Stitching	0.05	0.01	0.06	0.08	0.85	0.58	0.00	0.01	0.58
Making leaf mats	0.83	0.75	0.04	0.45	0.45	0.02	0.00	0.00	0.02
Making leaf brooms	0.73	0.67	0.15	0.12	0.69	0.15	0.00	0.02	0.15
Making bamboo mats	0.71	0.67	0.47	0.04	0.47	0.42	0.01	0.07	0.45
Making stick brooms	0.43	0.40	0.13	0.12	0.69	0.40	0.01	0.01	0.41
Making incense sticks	0.03	0.01	0.03	0.41	0.51	0.03	0.01	0.06	0.09
Making candle wicks	0.13	0.00	0.01	0.52	0.37	0.49	0.03	0.01	0.51

Notes. This table summarizes the results from the Task Survey, pertaining to the caste and gender associations of tasks and respondents' prior experiences with tasks. Columns 1-2 report the shares of participants who associate the tasks with any caste or with any scheduled caste. Columns 3-5 show the share of respondents who associate the tasks with men, women or both genders. Columns 7-9 show the shares of respondents who have previously performed the task in own household, performed for friends or neighbors without wage, performed for wage, or any of the above. Participants can report multiple experience levels as applicable. The bottom panel shows the results for additional tasks which are not part of the experiment due to their strong associations with women or other caste groups.

Table A3: Summary of worker characteristics

	Mean for Level 4	Diff. for Level 3	Diff. for Level 2	Diff. for Level 1
Age	37.440	-0.641	3.163**	5.013***
	[9.365]	(1.268)	(1.316)	(1.258)
Years of education	4.707	0.268	-0.508	1.442***
	[3.490]	(0.475)	(0.500)	(0.477)
Able to read	0.653	0.083	-0.096	0.191***
	[0.479]	(0.065)	(0.068)	(0.062)
Family size	5.053	0.337	0.049	-0.171
	[1.692]	(0.242)	(0.263)	(0.234)
Share of working members	0.373	-0.102***	0.002	-0.033
	[0.184]	(0.025)	(0.026)	(0.025)
Mud house	0.387	-0.123*	-0.034	-0.169***
	[0.490]	(0.066)	(0.068)	(0.065)
Semi-mud house	0.320	-0.075	-0.153**	-0.177***
	[0.470]	(0.064)	(0.062)	(0.061)
Owns land	0.373	-0.002	0.031	0.335***
	[0.487]	(0.068)	(0.069)	(0.067)
Land size in acres	0.365	-0.087	-0.089	0.345***
	[0.956]	(0.124)	(0.123)	(0.133)
Last month income in Rs.	5,350	1,794***	-29.359	856.25*
	[2,474]	(494.67)	(402.31)	(446.46)
Paid work days last week	2.813	-0.719**	0.046	-0.559*
	[2.246]	(0.304)	(0.301)	(0.307)
Number of assets owned	3.307	0.096	-0.287	0.861***
	[1.602]	(0.220)	(0.223)	(0.212)
Wealth PCA score	-0.327	0.209	-0.211	1.139***
	[1.438]	(0.199)	(0.211)	(0.196)
Number of caste-sensitive views	3.760	-0.181	-0.010	0.656***
	[1.800]	(0.249)	(0.251)	(0.247)

Notes. This table summarizes the work-level data on workers' age, education, wealth, and caste sensitivity, gathered from the follow-up survey. Column 1 shows the variable means for the lowest ranked caste (Hadi). Columns 2-4 show the coefficients and standard errors from regressing each variable on the indicator variables for level 3 (Mochi and Pana), level 2 (Dhoba and Kela), and level 1 (Kaibarta and Sundhi). Standard deviations are reported in brackets and robust standard errors in parentheses.

Table A4: Job take-up results with alternate specifications

| | Willing to take up job offer | | | | | | |
| | Progressively add more controls | | | | Restrict sample | | |
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Identity × Different	-0.233	-0.221	-0.205	-0.207	-0.177	-0.213	-0.256
	(0.044)	(0.044)	(0.043)	(0.043)	(0.056)	(0.051)	(0.049)
Identity × Lower	-0.238	-0.235	-0.246	-0.244	-0.185	-0.236	-0.252
	(0.032)	(0.031)	(0.031)	(0.032)	(0.045)	(0.037)	(0.036)
Different tasks	-0.053	-0.057	-0.059	-0.058	0.027	-0.061	-0.045
	(0.026)	(0.026)	(0.026)	(0.026)	(0.044)	(0.033)	(0.031)
Lower tasks	0.065	0.065	0.068	0.067	0.105	0.120	0.122
	(0.022)	(0.022)	(0.022)	(0.022)	(0.041)	(0.034)	(0.032)
Controls added	Alternate time controls	Surveyor FE	Task order FE	Choice set FE			
Excluded from sample					Mending grass mats or shoes	Low comprehension workers	Choices with inconsistency
Observations	20,160	20,160	20,160	20,160	10,080	11,496	12,552

Notes. The regressions in this table are similar to those in Table 2, but use additional control variables or have different sample restrictions. The observations are still at worker-task-time level, but now additionally include the pure control tasks, which are coded as higher control tasks. In addition to task and worker fixed effects, Column 1 also controls for task-caste-specific quadratic time trends. The choice exercise involved 12 surveyors, 4 different ways in which tasks are presented, time requirements randomly presented in ascending or descending order, and one of two pure control tasks randomly being included on the offer list. Columns 2-4 additionally control for the indicators related to these variations interacted with the dummy for identity tasks. During the practice and job take-up choice exercises, surveyors asked seven comprehension questions, and if worker did not answer correctly, explained the relevant procedure again up to three more times. Column 5 excludes 25% of workers who answered 5 or fewer questions correctly (below the median) on their first attempts. Choice inconsistency refers to when a worker refuses an offer involving a particular task and also accepts another offer involving a longer amount of time on the same task. Column 6 excludes 17% of workers who exhibit at least one case of choice inconsistency across all offers. Standard errors are clustered at the worker level.

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Table A5: Job take-up results using alternate rankings

	Willing to take up job offer					
	Registered ranking			Partially corrected ranking		
	(1)	(2)	(3)	(4)	(5)	(6)
Identity × Different	-0.330	-0.330	-0.334	-0.262	-0.262	-0.270
	(0.041)	(0.042)	(0.044)	(0.044)	(0.045)	(0.049)
Identity × Lower	-0.120	-0.120	-0.096	-0.204	-0.204	-0.177
	(0.031)	(0.031)	(0.036)	(0.033)	(0.033)	(0.040)
Different tasks	-0.017	-0.017	-0.010	-0.060	-0.060	-0.049
	(0.027)	(0.027)	(0.029)	(0.029)	(0.030)	(0.034)
Lower	0.064	0.064	0.058	0.124	0.124	0.111
	(0.027)	(0.028)	(0.030)	(0.030)	(0.031)	(0.037)
Hours on extra tasks	-0.055	-0.055	-0.053	-0.055	-0.055	-0.053
	(0.005)	(0.006)	(0.006)	(0.005)	(0.006)	(0.006)
Fixed effects included	Task, Caste	Task, Worker	Task, Worker	Task, Caste	Task, Worker	Task, Worker
Answered follow-up survey			Yes			Yes
Demographic controls			Linear			Linear
Observations	15,120	15,120	13,224	15,120	15,120	13,224

Notes. This table shows how willingness to take up job offers vary with predicted presence of identity violations, using alternate caste rankings. Columns 1-3 use pre-registered ranking, which mis-specifies the ranking for Kaibarta and Kela, as explained in Section IV.. Columns 4-6 use partially corrected ranking that places Kaibarta above Dhoba, and Kela above Hadi. The regressions are the same as Columns 1, 2, and 4 in Table 2. All regressions control for linear time trends, task fixed effects, as well as caste or worker fixed effects. Standard errors are clustered at the worker level.

Table A6: Completion rates of actually selected offers

	Willing to take up job offer		Completion	
	Any offer involving task (1)	Randomly selected offer (2)	One-day job (3)	Follow-up survey (4)
Identity × Different	-0.236	-0.284	-0.491	-0.026
	(0.043)	(0.152)	(0.168)	(0.100)
Identity × Lower	-0.282	-0.270	-0.247	-0.070
	(0.033)	(0.105)	(0.115)	(0.070)
Different	-0.088	-0.076	0.076	0.023
	(0.029)	(0.127)	(0.138)	(0.088)
Lower	0.165	0.086	0.132	-0.011
	(0.029)	(0.093)	(0.104)	(0.063)
Mean: same-ranked tasks				
Identity tasks	0.762	0.857	0.750	0.964
Control tasks	0.746	0.737	0.316	0.895
Observations	3,780	629	629	629

Notes. This table shows how the results change when different outcome measures are used. The dependent variables are indicators for the following: whether worker accepts any of the offers involving the task (Column 1); whether worker accepts the randomly selected offer (Column 2) whether worker completed the one-day job from the randomly selected offer (Column 3), and whether worker completed the follow-up survey (Column 4). All regressions control for task and caste fixed effects. Column 1 outcome is constructed at the worker-task level, and the remaining outcomes at the worker level. Standard errors are clustered at the worker level.

Table A7: Heterogeneity in job offer take-up

	Willing to take up job offer					
	Caste-sensitive		Older		Less educated	
	(1)	(2)	(3)	(4)	(5)	(6)
Identity × Different	-0.262	-0.262	-0.276	-0.276	-0.224	-0.224
	(0.057)	(0.058)	(0.059)	(0.061)	(0.074)	(0.076)
Identity × Lower	-0.168	-0.168	-0.162	-0.162	-0.184	-0.184
	(0.040)	(0.041)	(0.042)	(0.043)	(0.050)	(0.051)
Traditional × Different × Identity	0.079	0.079	0.073	0.073	-0.010	-0.010
	(0.091)	(0.092)	(0.091)	(0.093)	(0.092)	(0.094)
Traditional × Lower × Identity	-0.183	-0.183	-0.103	-0.103	-0.119	-0.119
	(0.057)	(0.058)	(0.055)	(0.057)	(0.058)	(0.059)
Hours on extra tasks	-0.053	-0.053	-0.053	-0.053	-0.053	-0.053
	(0.006)	(0.006)	(0.006)	(0.006)	(0.006)	(0.006)
Fixed effects included	Task, Caste	Task, Worker	Task, Caste	Task, Worker	Task, Caste	Task, Worker
Observations	13,224	13,224	13,224	13,224	13,224	13,224

Notes. This table shows how willingness to take up job offers varies with predicted presence of identity violations, depending on whether workers are expected to hold more traditional opinions. The regressions are similar to those in Table 3, with the key covariates interacted with different proxies for traditional views as specified in the table header (instead of the indicator for the public condition). *Caste-sensitive* indicates that worker expressed stronger support for observing caste norms in the follow-up survey, i.e., the number of caste-sensitive views is greater than the median value of four. *Older* means worker's age is greater than the median (40 years) and *Less educated* means worker's years of education is not greater than the median (5 years). All regressions control for linear time trends, task fixed effects, as well as caste or worker fixed effects. Standard errors are clustered at the worker level.

Table A8: Balance of worker characteristics

	Main experiment data		Supplementary data	
	Mean for Private	Diff. for Public	Mean for Private	Diff. for Public
Age	40.267 [8.887]	-1.243 (0.772)	38.660 [8.976]	3.340* (1.718)
Years of education	4.996 [3.480]	0.125 (0.297)	5.849 [3.682]	-1.195* (0.703)
Able to read	0.718 [0.451]	-0.022 (0.039)	0.717 [0.455]	-0.044 (0.091)
Family size	5.092 [1.744]	0.043 (0.159)	5.302 [1.814]	-0.494 (0.352)
Share of working members	0.343 [0.175]	-0.017 (0.015)	0.387 [0.190]	-0.035 (0.041)
Mud house	0.286 [0.453]	0.011 (0.039)	0.415 [0.497]	-0.184** (0.090)
Semi-mud house	0.187 [0.391]	0.031 (0.034)	0.151 [0.361]	-0.016 (0.069)
Owns land	0.527 [0.500]	-0.091 (0.043)	0.642 [0.484]	-0.065 (0.096)
Land size in acres	0.375 [0.723]	0.076 (0.070)	0.445 [0.587]	0.036 (0.126)
Last month income in Rs.	5,934 [4,089]	328.08 (358.78)	10000 [7,093]	-3,800*** (1,075)
Paid work days last week	2.363 [2.010]	0.177 (0.176)	3.170 [2.268]	-0.054 (0.457)
Number of assets owned	3.599 [1.515]	-0.181 (0.133)	3.528 [1.324]	-0.182 (0.290)
Wealth PCA score	0.084 [1.451]	-0.149 (0.131)	0.029 [1.162]	-0.115 (0.251)
Number of caste-sensitive views	3.756 [1.729]	0.268 (0.151)	3.019 [1.886]	0.308 (0.362)

Notes. This table checks the balance of worker characteristics across randomized privacy conditions. Using the worker-level data, Column 1 shows the variable means for the private treatment group. Columns 2 shows the results regressing each variable on the indicator for the public condition. Column 3-4 are similar but use the supplementary experiment data. Standard deviations are reported in brackets. Standard errors are clustered at the worker level and shown in parentheses.

Table A9: Experiences with tasks

	In own household		Outside household		For wage		Ever performed	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Different × Identity	-0.043	-0.041	-0.053	-0.053	-0.277	-0.277	-0.229	-0.227
	(0.156)	(0.170)	(0.047)	(0.051)	(0.143)	(0.156)	(0.121)	(0.132)
Lower × Identity	0.038	0.038	-0.011	-0.011	0.036	0.036	0.056	0.057
	(0.068)	(0.074)	(0.020)	(0.022)	(0.036)	(0.039)	(0.064)	(0.069)
Different tasks	-0.116	-0.120	0.002	0.002	0.001	0.001	-0.081	-0.085
	(0.109)	(0.119)	(0.012)	(0.013)	(0.081)	(0.088)	(0.107)	(0.117)
Lower tasks	0.028	0.031	0.000	0.000	-0.020	-0.020	0.016	0.019
	(0.075)	(0.082)	(0.018)	(0.019)	(0.032)	(0.035)	(0.080)	(0.087)
Mean for same-ranked tasks								
Identity tasks	0.800	0.800	0.050	0.050	0.300	0.300	0.950	0.950
Control tasks	0.850	0.850	0.000	0.000	0.100	0.100	0.850	0.850
Fixed effects included	Task, Caste	Task, Worker	Task, Caste	Task, Worker	Task, Caste	Task, Worker	Task, Caste	Task, Worker
Observations	600	600	600	600	600	600	600	600

Notes. This table shows how survey respondent's experience with tasks vary with the caste associations of tasks. During the Task Survey, participants described the extent to which they have performed the experimental tasks. The dependent variables are indicators for whether participant has previously performed the task in own household in Columns 1-2, performed for friends and neighbors without wage in Columns 3-4, performed for wage in Columns 5-6, and any of the above in Columns 7-8. The table presents OLS regression estimates of how experience outcomes vary with task category (identity, paired control) and relative task status (different, lower). The omitted category is same-ranked tasks, and the dependent variable means for same-ranked tasks are reported in the table footer. All regressions additionally control for task and caste/worker fixed effects. Standard errors are clustered at the respondent level.

Table A10: Role of experience and comprehension

	Refuse all offers regardless of bonus				
	(1)	(2)	(3)	(4)	(5)
Identity tasks	0.263	0.268	0.291	0.294	0.300
	(0.033)	(0.035)	(0.064)	(0.084)	(0.079)
Performed in own HH	-0.153	-0.063	-0.112	-0.100	-0.117
	(0.032)	(0.023)	(0.028)	(0.032)	(0.032)
Performed outside HH	-0.092	0.068	0.045	0.114	0.092
	(0.084)	(0.088)	(0.103)	(0.107)	(0.123)
Performed for wage	-0.070	-0.121	-0.133	-0.075	-0.058
	(0.053)	(0.075)	(0.074)	(0.077)	(0.073)
Fixed effects included	Caste	Worker	Worker	Worker	Worker
Answered follow-up survey	Yes	Yes	Yes	Yes	Yes
Demographic controls			Binary	Binary	Binary
Excluded from sample				Low compre-hension	Choice inconsistency
Observations	630	630	630	438	552

Notes. This table shows that the results on refusing bonus offers are robust to controlling for workers' experience and comprehension. The supplemental follow-up survey contains information on whether workers have previously performed tasks in own household, performed for friends and neighbors without wage, and/or performed for wage. Columns 1-3 are similar to Appendix Table 4 Columns 1-3, but the controls include indicators of task-specific experience levels. Column 4 excludes those who scored fewer comprehension questions than the median (9 out of 11) on their first attempts. Column 5 excludes 12% who exhibit any choice inconsistency, i.e., accepting one bonus offer and refusing another offer involving a shorter time or a higher bonus amount for the same task . Standard errors are clustered at the worker level.

Table A11: Number of refusals for each task within worker-subgroups

	Refuse any identity task		Refuse all identity tasks	
	Refuse 0 (1)	Refuse 1+ (2)	Refuse 2- (3)	Refuse 3 (4)
A. Control tasks				
Moving bricks	1	1	1	1
Washing farming tools	0	5	0	5
Mending grass mats	1	3	1	3
Sweeping animal sheds	0	18	2	16
B. Identity tasks				
Washing clothes	0	32	4	28
Mending leather shoes	0	36	8	28
Sweeping latrines	0	47	19	28
Total	46	53	71	28

Notes. This table shows how the decision to refuse a task, i.e., turn down all offers involving the task regardless of time amount and bonus, correlates within workers. Workers are divided into two subgroups based on whether they refuse any identity task (Column 1 vs. 2) or whether they refuse all identity tasks (Column 3 vs. 4). The table reports how many workers within the subgroups refuse each of the tasks. Seven workers who turn down all tasks are omitted from this table.

Table A12: Predicting which workers have identity concerns

	Refuse any identity task			Refuse all identity tasks		
	(1)	(2)	(3)	(4)	(5)	(6)
Age	0.010	0.007	0.009	0.005	0.003	0.004
	(0.007)	(0.007)	(0.007)	(0.006)	(0.006)	(0.006)
Years of education	0.003	0.006	0.010	-0.001	0.001	0.003
	(0.019)	(0.019)	(0.017)	(0.016)	(0.016)	(0.015)
Share of working members	-0.174	-0.112	-0.064	-0.154	-0.100	-0.074
	(0.257)	(0.254)	(0.245)	(0.263)	(0.263)	(0.254)
Mud house	0.075	0.082	0.086	0.023	0.028	0.030
	(0.114)	(0.114)	(0.110)	(0.106)	(0.106)	(0.105)
Semi-mud house	0.083	0.072	0.120	0.004	-0.005	0.022
	(0.164)	(0.156)	(0.156)	(0.156)	(0.155)	(0.157)
Owns land	-0.015	-0.002	0.053	-0.106	-0.095	-0.064
	(0.115)	(0.116)	(0.116)	(0.121)	(0.122)	(0.128)
Land size in acres	-0.073	-0.061	-0.102	-0.101	-0.090	-0.113
	(0.089)	(0.086)	(0.082)	(0.075)	(0.075)	(0.080)
Last month income	-0.037	-0.036	-0.044	-0.011	-0.010	-0.014
	(0.017)	(0.017)	(0.024)	(0.034)	(0.036)	(0.045)
Paid work days last week	-0.029	-0.028	-0.021	-0.023	-0.022	-0.018
	(0.021)	(0.021)	(0.021)	(0.019)	(0.020)	(0.019)
Number of assets owned	-0.053	-0.030	-0.026	0.009	0.029	0.031
	(0.039)	(0.044)	(0.042)	(0.040)	(0.042)	(0.042)
Kaibarta caste	0.158	0.177	0.170	0.183	0.199	0.195
	(0.105)	(0.106)	(0.103)	(0.111)	(0.111)	(0.110)
Comprehension score		-0.064	-0.050		-0.055	-0.047
		(0.041)	(0.039)		(0.038)	(0.037)
Number of caste-sensitive views			0.066			0.037
			(0.026)			(0.027)
R-squared	0.144	0.167	0.219	0.140	0.159	0.177
Observations	105	105	105	105	105	105

Notes. This table shows how the decision to refuse offers involving identity tasks is correlated with various survey measures. The dependent variable is a worker-level indicator for refusing any identity task, i.e., turn down all offers involving an identity task (Columns 1-3), or an indicator for refusing all identity tasks (Columns 4-6). These outcomes are regressed on the variables related to worker characteristics. Comprehension score refers to the number of correct answers on the first attempts of 11 comprehension questions. Standard errors are clustered at the worker level.

II. Appendix exposition

A. Notes on the conceptual framework

Section B. outlines how to estimate the share of workers with identity concerns by observing workers' offer take-up decisions. Here the approach is described with greater detail.[40]

Consider worker i evaluating different job offers as in Section B.. He prefers to take up the job offer involving default task 0 and extra task k if and only if the utility from taking up the offer exceeds that from his outside option. The outside option, represented by O_i, could involve working in another job or taking leisure. The worker's take-up decision is given by:

$$
takeup_{ik}(c_i, t_k) = \begin{cases} 1, & \text{if } M_i + L_i - (V_{i0}(c_i, t_0) + F_{i0}(c_i)) \\ & \qquad - (V_{ik}(c_i, t_k) + F_{ik}(c_i)) > O_i \\ 0, & \text{otherwise.} \end{cases} \tag{4}
$$

Suppose the variable utility cost of working on task k (or any other task) satisfies the following.

Assumption 1. *The variable cost function $V_{ik}(c_i, t_k) : R \times [0,1] \to R$ is continuous in t from the right at 0, from the left at 1, and from both sides for all $t \in (0,1)$. In addition, $V_{ik}(c_i, 0) = \lim_{t_k \to 0^+} V_{ik}(c_i, t_k) = 0$.*

Then, being slightly informal, one can find $\bar{\epsilon} > 0$ such that $V_{ik}(c_i, \epsilon) \approx V_{ik}(c_i, 0) = 0$ and $V_{i0}(c_i, T - \epsilon) \approx V_{i0}(c_i, T)$ for all $\epsilon < \bar{\epsilon}$. That is, when a worker spends very little time on task k, the time-varying utility cost of working on task k would be close

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[40]Carvalho and Pradelski (2021) presents a more general model of identity and occupational choice, which shows how identity-specific norms evolve as a function of representation.

to nothing. In addition, the time-varying utility cost of working on the default task would similar to that of spending the entire working time on the default task.[41]

Now, one can compare the offer of spending a small amount of time on extra task k to the offer of only working on the default task. Let θ_i be the net utility from taking up the latter offer.

$$\theta_i \equiv U_{ik}(c_i, 0) = M_i + L_i - O_i - [V_{i0}(c_i, T) + F_{i0}(c_i)]. \tag{5}$$

To see the take-up decision for the former offer, substitute for t_k with ϵ in Equation 4 and rearrange:

$$takeup_{ik}(c_i, \epsilon) \approx \begin{cases} 1, & \text{if } M_i + L_i - O_i - [V_{i0}(c_i, T) + F_{i0}(c_i) + F_{ik}(c_i)] \geq 0 \\ & \text{i.e., if } \theta_i - F_{ik}(c_i) \geq 0 \\ 0, & \text{otherwise.} \end{cases}$$

Similarly, to see the take-up decision for the latter offer, substitute t_k with 0 in Equation 4:

$$takeup_{ik}(c_i, 0) = \begin{cases} 1, & \text{if } M_i + L_i - O_i - [V_{i0}(c_i, T) + F_{i0}(c_i)] \geq 0 \\ & \text{i.e., if } \theta_i \geq 0 \\ 0, & \text{otherwise.} \end{cases}$$

Hence, the difference in the two take-up decisions would be attributable to $F_{ik}(c_i)$, the fixed utility cost of working on task k. This fixed cost can be described as:

$$F_{ik}(c_i) = f_k + \phi_{ik}(1 - I_k(c_i)) + \beta_{ik} \cdot I_k(c_i). \tag{6}$$

---

[41]Similarly, Gilboa, Minardi, and Wang (2022) axiomatize a utility representation which introduces discontinuities near zero for value-attached consumption.

The indicator $I_k(c_i)$ takes the value of 1 when task k is associated with a social group other than c_i, so β_{ik} gives the cost of the identity violation and ϕ_{ik} the benefit of the identity affirmation. The experiment is designed to identify only this difference. The experiment data, however, suggests workers are similarly willing to take up offers involving tasks associated with own castes and their paired control tasks.[42] Hence, for simplicity of interpretation, I assume that workers do not derive additional utility from working on a task congruent with their identity.

Assumption 2.

$$\phi_{ik} = 0. \tag{7}$$

Then, worker i declines the former and accepts the latter if:

$$F_{ik}(c_i) = f_k + \beta_{ik} \cdot I_k(c_i) > \ \theta_i \geq 0. \tag{8}$$

where the first equality follows from Equation 2. A number of different approaches are possible for testing whether β_{ik} is positive. One way would be to compare two tasks k and u, when they have the same inherent fixed costs and yet only k is inconsistent with the worker's identity.[43] Specifically, $I_k(c_i) = 1$, $I_u(c_i) = 0$, and $f_k = f_u$. If the worker only declines the offer with k, Equation 8 shows that $\beta_{ik} > \theta_i - f_k \geq 0$, i.e., this worker has identity concerns about working on task k.

Alternatively, one could compare two similar workers i and h such that task k is inconsistent only with worker i's identity. The workers would be such that $I_k(c_i) = 1$, $I_k(c_h) = 0$, and $\theta_i - f_k = \theta_h - f_k$. If only worker i declines the offer, this would again

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[42]It may be the case that those who derive a lot of benefit from engaging in caste-specific jobs are already mainly engaged in those occupations. The experiment only recruits workers whose regular jobs are not their castes' traditional occupations.

[43]Some studies take this approach by experimentally associating the same job with different identities (Delfino, 2022; Del Carpio and Guadalupe, 2022).

indicate that $\beta_{ik} > \theta_i - f_k \geq 0$. However, in real life, it is difficult to find two tasks or two workers that satisfy these assumptions.

Instead, one could compare across groups of workers and tasks, as described in Section B.. Suppose there are two large groups of workers belonging to social categories A and B, who are willing to work on a job that only involves the default task. They evaluate two job offers that involve spending a small amount of time on extra tasks b and u. Task b is associated with group B whereas task u has no association. Thus only the former poses an identity violation for group A. The shares of workers in groups A and B who decline the offers involving tasks b and u are given by:

$$
\begin{aligned}
\delta_{A,b} &= \sum_{i \in A} \mathbb{1}[f_b + \beta_{ib} > \theta_i]/N_A \\
\delta_{A,u} &= \sum_{i \in A} \mathbb{1}[f_u > \theta_i]/N_A \\
\delta_{B,b} &= \sum_{i \in B} \mathbb{1}[f_b > \theta_i]/N_B \\
\delta_{B,u} &= \sum_{i \in B} \mathbb{1}[f_u > \theta_i]/N_B.
\end{aligned}
\tag{9}
$$

Suppose Assumption 3, reproduced below, is true.

Assumption 3. *The distributions of f_b, f_u, and θ_i are such that*

$$
P[f_b > \theta_i | i \in A] - P[f_u > \theta_i | i \in A] \leq P[f_b > \theta_i | i \in B] - P[f_u > \theta_i | i \in B].
\tag{10}
$$

This is satisfied, for example, if shifting the distributions of f_b, f_u, and θ_i for group A by the same amount gives the respective distributions for group B. I discuss whether the assumption seems realistic in the experimental setting in Section C..

Let $\tilde{\delta}_{A,b}$ represent the shares of workers in groups A who decline the offers involving

tasks b if no one in A faced any identity concerns:

$$\tilde{\delta}_{A,b} = \sum_{i \in A} \mathbb{1}[f_b > \theta_i]/N_A \tag{11}$$

In such a hypothetical world without identity concerns, the difference-in-differences (DiD) of the shares, $(\tilde{\delta}_{A,b} - \delta_{A,u}) - (\delta_{B,b} - \delta_{B,u})$, is weakly negative in expectation.

Therefore, if the actual observed difference, $\triangle\delta := (\delta_{A,b} - \delta_{A,u}) - (\delta_{B,b} - \delta_{B,u})$ was strictly positive, it would indicate that the share of workers in A with positive β_{ib} is greater than $\triangle\delta$. Since for some workers β_{ib} could be positive but too small to add to $\triangle\delta$, this provides a lower bound on the share of workers who face identity concerns.

Suppose the assumption that workers do not derive additional utility from working on an identity-congruent task does not hold. Then the DiD would estimate the share of workers with identity-violation costs plus the share of workers with identity-affirmation benefits. If one wanted to find the lower bound on just the former share, having multiple groups with different associations and status would be useful. Theories suggest that workers are more averse to working on jobs associated with lower-status groups. In this case, the fixed cost may be described more precisely as:

$$F_{ik}(c_i) = f_k + \phi_{ik}(1 - I_k(c_i)) + \beta_{ik}^d \cdot I_k^d(c_i) + \beta_{ik}^l \cdot I_k^l(c_i) \cdot I_k^d(c_i), \tag{12}$$

where $I_k^d(c_i)$ is an indicator that equals one when task k is associated with a social group different from c_i, and $I_k^l(c_i)$ is an indicator for when this group has a lower status than c_i. If Assumption 3 holds for two groups that are not associated with task k but vary in status such that $I_k^l(c_i) = 1$ for only one of them, one could estimate a lower bound for the shares of workers with positive β_{ik}^l. If $\beta_{ik}^l > 0$. This would provide a more conservative lower bound on the share of workers with identity-violation costs.

If Assumption 2 is already satisfied, this comparison with differently-ranked groups helps test that identity concerns are even larger when the extra task is associated with a lower status-group.

By randomizing whether workers' decisions are publicized to their neighbors, one could also estimate the share of workers who have social image concerns.[44] The fixed utility cost function incorporating these concerns is written as:

$$F_{ik}(c_i) = f_k + \beta_{ik} \cdot I_k(c_i) + x_k \gamma_{ik} \cdot I_k(c_i) \tag{13}$$

where x_k is an indicator for whether worker i's decision is observable.[45] The social image costs measured in the experiment specifically relate to the one-time costs of being perceived as the type to willingly engage in identity-inconsistent jobs. There could be additional costs, for example, if workers expect that their job performances will be also observable by neighbors.

B.   The caste system in India

The historic caste system, dating as far back as 1500-500 BCE, is linked to four hierarchical classes or *varnas*, the Brahmins, Kshatriyas, Vaishyas, and Shudras. An implicit category in the varnas system is the untouchables, the social group placed at the bottom of the hierarchy. These categories as well as some groups outside of the varnas altogether are further divided into many discrete communities called *jatis* or castes. There exist approximately 4,000 castes, whose members tend to live in small clusters scattered over potentially large regions (Munshi, 2019).

The hierarchical structure embedded in the caste system is easily recognizable in

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[44]Bašić and Verrina (2021) discusses how private perceptions about what is appropriate to do can differ from what the society finds appropriate, and the implications for behaviors.

[45]This implicitly assumes that f_{ik} does not change with observability and that there is no cost associated with being observed by employers and surveyors.

political, economic, and social spheres of modern India (Deshpande, 2011; Jodhka, 2017). The modern Indian government endorses an affirmative action program, formally acknowledging the historical disadvantage some groups have faced. As in the traditional hierarchy, FC is considered to be above Other Backward Class (OBC), which is in turn above Scheduled Castes (SC, formerly the untouchables) and Scheduled Tribes (ST, marginalized indigenous groups).

Beyond the official categories, castes form an even finer layers of social hierarchy (Marriott, 1958; Mahar, 1960). The Hindu religious notions of purity and pollution determines which castes rank higher and thus are able to access or perform the more exclusive and prized ritual services. The system further imposes various behavioral prescriptions regarding how different castes ought to interact. Individuals belonging to higher castes are prohibited from making contact with—e.g., receiving water from, sharing cooked food with, or entering the houses of—those from lower castes. These practices serve as frequent reminders of individuals' caste identities as well as their castes' relative social positions (Shah et al., 2006).

Another notable feature of the caste system is the historic links between castes and occupations. Some scholars (Gupta, 2000) trace their origins to occupational guilds from the feudal period (7th to 12th century), whereas others argue that the British colonial government (19th to 20th century) either created or rigidly reinforced the connections between castes and jobs (Dirks, 2001; Bayly, 2001). Shah et al. (2006) describe "strict separation and strict hierarchy" as the fundamental features of the caste system, i.e., workers could not move upwards or downwards in the occupational hierarchy. These notions effectively sustained a system of labor division in which individuals performed their caste-designated jobs for many generations.

Although a large number of people have abandoned their traditional jobs for new opportunities that arrived with modern developments, caste continues to play an

important role in the Indian labor market (Mosse, 2018; Desai and Dubey, 2012). A number of studies examine the effects of caste-based networks or discrimination on labor market outcomes.[46] The behavioral channels through which caste could influences labor market outcomes include stereotype threat (Hoff and Pandey, 2014), willingness to punish norm violations (Hoff et al., 2011), and in-group favoritism (Rao, 2019; Lowe, 2021).

C. Sample breakdown and survey procedures

The sample for the main experiment is stratified by caste and randomized privacy condition, as shown below.

	Public	Private	Total
Kaibarta	55	57	112
Sundhi	41	41	82
Dhoba	51	44	95
Kela	46	35	81
Mochi	30	30	60
Pana	59	61	120
Hadi	40	40	80
Total	322	308	630

The pre-registered targets were 120 for castes that are not associated with any experimental tasks (i.e., Kaibarta, Sundhi, Kela, and Pana), and 80 for the rest (i.e., Dhoba, Mochi, and Hadi). Due to the logistical difficulty of locating certain caste groups and time constraints, the targets were revised down for Sundhi (80), Kela (80), and Mochi (60). Privacy condition was randomized at the village level. Within each day, surveyors could not coordinate on the number of completed surveys exactly, so there are small deviations from targets for some groups.

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[46]For example, Munshi and Rosenzweig (2006, 2016) study the influence of caste networks on schooling and job choice and migration decisions. Madheswaran and Attewell (2007) and Thorat and Attewell (2007) study caste-based hiring discrimination. For a review in economics, see Munshi (2019).

The sample breakdown for the supplementary experiment is as follows:

	Public	Private	Total
Kaibarta	25	25	50
Pana	27	29	56
Total	52	54	106

These two castes were chosen because they are not associated with any experimental task and were easier to recruit. During the main experiment, it was more difficult to find casual laborers belonging to Sundhi and Kela. Since the supplementary experiment only needed a small sample, I chose the remaining two castes.

The background surveys were conducted in a subset of villages that did not overlap with the experimental villages but are located in the same districts. Based on extensive field interviews, some castes were pre-selected as candidates for the experiment. The experimental sample was expected to be mainly composed of SC castes because they tend to be associated with simple manual tasks. I chose other castes that would rank between or close to these castes so that; 1) there would be enough variation in status to measure the identity effects; and 2) groups would face similar economic conditions and be interested in casual labor work. Three SC castes were expected to be used due to their task associations. Three additional SC castes as well as Sundhi—one OBC caste that was widely perceived to be of similar social status as the Dhoba caste—were short-listed as candidate castes.

Based on the Additional Rural Incomes Survey & Rural Economic and Demographic Survey (ARIS/REDS) 2006 data and field scouting data, the field team pre-determined which large set of villages would need to be reserved for the experiment, as those villages contain the candidate caste groups for the experiment. Among the rest, those villages nearer to the field office and containing many target caste groups for the surveys were visited first. The Task Survey was used to document caste as-

sociation and knowledge. From field interviews, it was obvious that people did not know of all the castes that are present in the state, meaning they also did not know how the castes are associated/ranked. Hence I over-weighed OBC and SC castes for the Task Survey sample, because the groups that are far above these castes in the hierarchy may have less precise knowledge about the castes.

The Task Survey confirmed the associations between three SC castes and simple tasks, and also verified that the candidate castes are generally well known to the participants (over 70% for Kela and 90% for the rest). By the same reasoning, the Rank Survey covered all of the castes that are part of the experiment, because these castes would have more accurate knowledge of how the caste groups are ranked. Overall each survey sample covered 15 different castes, as shown below:

	Task Survey	Rank Survey	Total
Bauri	7	7	14
Bhoi	11	7	18
Brahman	11	18	29
Chamar	0	6	6
Dhoba	10	21	31
Duma	10	0	10
Gauda	10	0	10
Gokha	10	6	16
Gudia	10	0	10
Hadi	10	21	31
Kaibarta	11	21	32
Kandara	11	7	18
Kela	0	10	10
Khandayat	10	0	10
Mali	0	12	12
Mochi	0	13	13
Pana	10	21	31
Sundhi	0	18	18
Teli	9	0	9
Tanla	10	21	31
Total	150	209	359

Now I provide more details on the Rank Survey procedures. Respondents were asked to arrange seven caste name cards according to the caste hierarchy. They could place multiple names on the same level to indicate equal status of castes, but in practice, respondents never did this. To check whether the perceptions of hierarchy vary with specific contexts, I randomly gave the participants one of three types of instructions, which asked for the caste rankings to be based on: 1) general perceptions, 2) the practice of taking cooked food, or 3) the practice of taking water. The latter two practices were chosen because higher castes' not accepting food or water from the hands of lower castes is among the most common behavioral rules attached to the caste hierarchy (Marriott, 1958; Mahar, 1960). The different versions led to the same ranking, as shown in Appendix Table A1 Columns 2-4. Participants additionally ranked nine non-experimental castes, that were either SC castes not included in the experiment or other castes that participated in the Task Survey. The participants added the nine cards into the rank formation, skipping over any caste names they did not know.

The analysis of experience levels in Section D. uses ten castes that are part of the Task Survey sample which were also assigned rank scores during the Rank Survey. Figure A2 Panel B shows how these castes compare against the task-associated castes. The average rank scores determine how the castes are ranked, as in the main analysis. Specifically, because more than half the participants assign Bauri, Kandara, and Pana rank scores that are lower than Mochi's, these castes are considered lower-ranked than Mochi. The three castes as well as Kela and Gokha are considered lower-ranked than Dhoba. Based on these relative status measures, I examine how the experience gaps with identity and control tasks vary across caste groups.

D. Robustness checks

For the main regression in Table 2 Column 2, I perform permutation tests. I permutate outcomes at the worker-level while keeping the structure of the worker's take-up decisions fixed. Otherwise, the test would be much weaker if I assigned a decision for a particular task to that for another task of a different worker. I repeat this procedure 10,000 times and find that the coefficients on $Different \times Identity$ and $Lower \times Identity$ are never as large as those observed in the main regression. Hence the permutation tests confirm that the p-values associated with these coefficients are smaller than 0.001.

The summary statistics reported in Appendix Table A3 show that workers with higher-ranked castes tend to be older, more educated, and wealthier according to the follow-up survey. Appendix Table A6 Column 4 shows that workers were not deferentially selecting into the follow-up survey based on which offers were selected. To see if the aforementioned differences can explain the results, Table 2 Column 4 controls for the interactions of task-specific dummies with survey measures of age, education, and wealth. Wealth PCA score is generated by performing principle component analysis with the variables reported in rows 5-12 of Appendix Table A3. Specifically, the analysis uses inverse hyperbolic sine of last month's income and ten indicators for asset ownership: sewing machine, bicycle, motorcycle, fridge, radio, tv, mobile phone, stove, and watches. Column 5 instead controls for the binaries for whether age, education, or wealth is greater than the median, interacted with task dummies. The results are robust to adding these controls.

In addition, Appendix Table A4 shows that the results are robust to using alternate specifications. For this, I use the full sample, i.e., including the take-up decisions for pure control tasks. In Table 2, the effect of spending longer time on an extra task

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is estimated as a single coefficient on a linear time variable. To see whether controlling more flexibly for the variable time effects change the results, Column 1 uses quadratic time controls for each task. Section B. describes how I randomized the order in which workers heard about extra tasks and which pure control tasks are included in the workers' offer list. Column 2-4 progressively adds interactions of the identity indicator with surveyor, question order, and choice set specific dummies. The results are robust to using these additional controls. Column 5 shows the results remain qualitatively similar when the two tasks that involving assisting an experienced trainer is excluded from the analysis. Finally, I show that the results are not driven by misunderstanding of the BDM procedure. In Column 6, I exclude those who score low on on their first attempts at comprehension questions.[47] In Column 7, I exclude 17% of workers who have at least one choice inconsistency across all offers, i.e., refusing some offer and accepting another offer involving longer time on the same task. The magnitudes of the coefficients do not change much, suggesting the results are unlikely to be explained by caste-differences in understanding of the procedures.

Appendix Table A5 examines the results using alternate rankings.The launch of the main experiment was rushed due to time constraints associated with agricultural seasons. The registered ranking, which was based on field interviews and partial survey data, mis-classifies some tasks as being higher rather than lower for two castes—namely, washing clothes for Kaibarta, and mending shoes and sweeping latrines for Kela. Appendix Figure A2 Panel A shows the full variations in reported rankings. Despite heterogeneity in answers, it is apparent that Kaibarta ranks higher than Dhoba, and Kela ranks higher than Hadi, so the partially corrected ranking used in

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[47]25% of workers who score 5 or fewer out of 7 comprehension questions correctly, i.e., perform worse than the median worker, are classified as having low comprehension. However, because the surveyors re-explained the procedure again for who fail to answer a question, everyone gets the correct answer by the third attempt.

Columns 4-6 only makes these adjustments.

I also examine the concern that some caste groups may be more experienced with identity tasks, e.g., due to the tasks being more commonly performed among certain caste-networks. In addition, people may be in general averse to working on a task for the first time, leading to a high fixed cost of working on a new task. Then, the gaps in take-up would be attributable to the differences in familiarity with tasks, rather than the concerns about violating caste-based behavioral rules.

I use the background survey data to look at the patterns in worker experience. Task Survey contains information on the participants' prior experience with the experimental tasks, and Rank Survey has data on their castes are ranked . Hence, I construct a merged data involving individuals from ten castes, four of which overlap with castes involved in the experiment, as described in Appendix Section C.. The survey answers show that experience levels vary widely across tasks. As shown in Appendix Table A2, most people have performed the washing and sweeping tasks, while relative few people have experiences with mending leather shoes or grass mats. Notably, the experience of doing any task outside of household, e.g., for neighbors or for wage, is generally limited, as the sample did not include anyone whose main job involves performing a caste-related task.

To see how the gaps in experience levels with paired tasks vary across relative status, I estimate a linear model similar to Equation 3 using observations at the worker-task level, omitting linear time controls. Appendix Table A9 shows the results of OLS regressions with four outcomes relating to experience. On the one hand, the experience of performing the task in own household does not statistically significantly differ across tasks regardless of relative status, as indicated by the coefficients on $Different \times Identity$ and $Lower \times Identity$ in Column 2 ($p = 0.809$, $p = 0.612$). However, Column 6 shows that when tasks are same-ranked, the probability of hav-

ing performed identity tasks for wage is 28 pp higher ($p = 0.079$) than that for control tasks, compared to when tasks are not same-ranked. The probability of having ever performed task is also 23 pp larger for same-ranked identity tasks, as shown in Columns 8 ($p = 0.088$). This might be because participants come across the jobs directly associated with their own castes more frequently due to caste networks, or because they are more likely to accept such jobs due to lack of caste identity concerns. Regardless, if these experience gaps led to lower fixed costs of working on same-ranked identity tasks, then in the regression with take-up decisions, the coefficient λ^d could be an overestimate of the identity effect.

However, in Appendix Table A9, the coefficients on *Lower × Identity* indicate that experience levels are similar between higher and lower tasks regardless of their caste associations ($0.318 < p < 0.613$). Hence among tasks that are not same-ranked, there is no evidence that experience levels could differ depending on relative status. This means that in the regression with take-up decisions, the coefficient λ^l is unlikely to be biased upwards, and hence would still provide a lower bound on the effect of caste-identity concerns on labor supply. Overall, this analysis suggests some caution with interpreting the key coefficients.

Nonetheless, I present both key coefficients as capturing to identity effects during the main analysis. One justification is that the experience gaps would bias the estimates only under specific conditions, such as that workers are averse to working on tasks for the first time even when the tasks require no special skill or training, their performance does not affect wage or future opportunities, and no one could observe their performance. In addition, in the supplementary experiment, I collected experience data directly with the sample and show that controlling for workers' experience levels do not affect the estimated gaps in workers' willingness to engage in identity vs. control tasks.

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E.   Vignette questions related to caste sensitivity

The following questions were used during the Task Survey as well as the follow-up surveys to measure caste sensitivity. Participants answered on a 5-point-scale indicating the strengths of approval or disapproval.

1. Sameer Jena went to Khorda recently to find work. There he met Sarveshwara Barik, who has been a barber in the area for 10 years. Sarveshwara has been looking for someone to take over the work and offered Sameer the job. Do you think it is acceptable for Sameer to become a barber even though he is from a higher caste?

2. Tukuna Naika is from the Hadi caste. He is currently looking for work in villages around him. Recently a contractor offered him work in his catering business, where Tukuna will be required to serve food to guests at functions. Do you feel it is acceptable for Tukuna to perform this task?

3. Shantilatha Sahoo is currently in the last year of college. She goes to college with a friend Nilakanth Sethi. They have been friends ever since childhood and Shantilatha likes Nilakanth very much. She wants to marry him but her village finds this relationship unacceptable as Shantilatha is from a higher caste and Nilakanth is from a lower caste. Do you think it is acceptable for a higher caste woman to marry a lower caste man?

4. Gagan Dalai has not been finding enough work in his village recently. He is very worried for his family. A contractor had recently come to the village and offered him 7 days' work in another village. The contractor offered him Rs.350/day for cleaning sewage tanks. Gagan refused the job as it is lower caste work. Do you think Gagan did the right thing?

5. Kartik Behera and Tuna Naika are both agricultural laborers. They work together for the same landlord and in the evenings they come back to the village together. Once, when they were returning to the village, Tuna offered some home-made sweets to Kartik. A senior village member saw this and reprimanded Kartik for eating the sweets because Tuna Naika is of a lower caste. Do you think it's wrong for a higher caste person to accept home-cooked food from a lower caste person?

6. Bindusagar Behera and Rabi Naika have been friends since childhood. Whenever Rabi went to meet Bindusagar, he was not allowed to enter Bindusagar's house. They would talk outside Bindusagar's house. Now Bindusagar is getting married and he has invited Rabi to be a part of the marriage festivities. During the wedding, Rabi sits separately to eat (according to his caste). Do you think these village norms are acceptable as Rabi is from a lower caste?

7. Nerua Naika has recently finished secondary school and is looking for a job. He lives near Ramesh Maharana who is a carpenter. Ramesh offers to train Nerua in carpentry so that he can work with him. Do you think Nerua should try to work as a carpenter although he is from a lower caste?

F. BDM-based elicitation and interpreting the bonus wage results

Both experiments ask workers to think about many offers but respond to each offer as if it were a single take-it-or-leave-it (TIOLI) offer. There are two concerns about using such a method (Cason and Plott, 2014; Berry et al., 2020). First, a BDM mechanism is only incentive-compatible under risk neutrality. If some caste groups are more risk averse than others, depending on the curvature of the utility function, the estimates

could be biased, compared to when TIOLI offers are used. Since the experiment is designed to find lower bounds on identity effects, it would be a problem if using the BDM method resulted in overestimating the effects. However, under BDM, once one final offer is selected (so the risk is resolved), workers can still refuse (though it is discouraged) to complete the jobs which they actually did not want. That is, when we look at the completion rate, we might observe that the estimated effects get smaller. However, we see that the estimated take-up gaps become even larger in Appendix Table A6. Hence it seems unlikely that the risk attitudes are causing an overestimation of the effects.

Second, the BDM method may be too complicated for subjects to understand. To address this issue, experiments involved doing detailed practice exercises with offers to purchase packets of tea or grains. In the supplementary experiment, workers received Rs 10 which they could use to purchase packets of tea or mustard at realized prices. 99% (100%) of workers wanted to buy a tea (mustard) packet at Rs 1, while a much smaller share of 33% (40%) wanted to purchase at Rs 10. Despite a majority of workers having some switching points in their decisions, only 2 out of 106 workers had any choice inconsistency. In the actual take-up exercise with bonus wages, there were only 3 instances out of 742 worker-tasks where people demand higher wage for doing a shorter time on the same task, and only 14 instances (out of 2226 worker-task-times) where people accept and then refuse a higher amount of bonus for the same offer. Appendix Table A10 shows that the results are robust to excluding those who score low on comprehension questions (Column 4) or dropping the 12% of respondents who exhibited at least one kind of choice inconsistency (Column 5).

More broadly, these concerns relate to whether workers would give different answers when they are given just one offer involving ten times their daily wage. In practice, workers rarely expressed regret once a high bonus offer involving an identity

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task was randomly selected. In addition, when the survey specifically asked if offered even more money, whether they would agree to doing a task which they refused, 98% said they would refuse such offers regardless of wage. Among those in the public condition, 95% said they would not do the task for any wage even if they were very certain that no one would ever find out or ask them about their decisions.

One might wonder if workers might incur identity-related utility costs from simply expressing willingness to work on identity tasks, rather than actually working on them. If so, the cost of accepting an offer might be incurred "now" while the benefit of acceptance would be weighed by the probability of having the offer randomly selected. In such a case, however, it is also plausible that such costs are not additive, i.e., once a worker agrees to some offer involving an identity task, it could be costless to accept other offers involving the same task or even other identity-violating tasks. In addition, workers who refuse any identity task on average turn down 3.2 tasks entirely. This means that in order to avoid admitting willingness to work on identity tasks, these workers still give up a bonus of Rs 252 in expectation, which is 84% of their daily wages.

To see if workers' prior experiences explain the refusal patterns, the follow-up survey for the supplementary experiment asked questions regarding to the extent to which workers have performed each task. Appendix Table A10 shows that workers who have previously performed a specific task in their own household (or for wage) are less likely to refuse the offers involving that task. However, the estimated gap in refusal between identity and paired control tasks is similar even when the experience controls are added to regressions (Columns 1-3). Hence, workers having relatively limited experience with identity tasks does not seem to explain why workers are more averse to performing identity tasks.

While there appears to be a clear division in worker types based on their reac-

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tions towards caste-conflicting jobs, it does not seem straightforward to categorize them based on their characteristics. In Appendix Table A12, I use two proxies for whether a worker has identity concerns, namely refusing any identity task and refusing all identity tasks. The table reports the results from regressing them on a number of variables describing worker characteristics. The variables commonly found in other surveys, such as those related to age, education, and wealth, generally do not have statistically significant coefficients. The coefficient on last month's income is statistically significant at the 10% level in Columns 1-3, but not in Columns 4-6 ($0.749 < p < 0.791$). The coefficient on belonging to the Kaibarta caste is marginally statistically significant at the 10% level in all columns ($p < 0.137$). The number of caste-sensitive views is positively correlated with refusal and is statistically significant at the 5% level in Column 3, but not in Column 6 ($p = 0.176$). A key remaining question may be which unobservable factors explain whether workers have an internal rule against working in caste-inconsistent jobs.

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III. Choice exercise scripts

Choice exercise scripts for the main (job take-up) experiment and the supplementary (bonus wage) experiment are attached.

Job Take-up Experiment

Section B: Example Exercise

Thank you for agreeing to participate in this activity. As discussed, we will go through a list of job offers, and for each job offer, you will tell us whether you would accept or decline this job offer. Then you will roll dice and choose scratch cards to determine the offer type. Your answer regarding this offer would be implemented.

Let's do one example exercise together to make sure you understand the process. We will give you extra Rs 10 for doing this exercise. This Rs 10 is yours to keep, and will be given to you right after this example exercise. This exercise involves everyday food products: tea, sugar, lentils, cumin and mustard seeds. We are going to present you with different kinds of sale offers. Each sale offer combines sugar and one of the other products with different quantities. For example, we could combine 50 grams of cumin seeds with 50 grams of sugar and offer it to you for Rs 10. We will ask you whether you would like to buy the combination of products for Rs 10 or decline the offer.

After making your choice for each offer, we will ask you to roll dice and pick scratch cards. These will determine which offer you get.

1) First die roll: The first roll with the eight-sided die determines your offer number. (*Show eight-sided die*). As described in sheet in front of you, if you roll 1 or 2, your offer comes with tea. If you roll 3 or 4, you get cumin, if you roll 5 or 6, you get mustard seeds and if you roll 7 or 8, you get lentils. Do you have any questions?
2) Scratch card: Then you will pick a scratch card, which determines the composition of the offer. As discussed previously, each option has some amount of sugar and some amount of another product. There are 4 different combinations possible for each offer. The following scratch cards have the numbers 1,2,3,4. Number 1 denotes the first option which has same amounts of two products, 2 the second option comes with more sugar and less of the other product, and so on. Do you have any questions?

Let us start the exercise:
We have the following five products: tea, sugar, lentils, cumin and mustard seeds. All five products are of standard market quality and they are in loose packets just for operational efficiency. This does not denote a lower quality product, and you can examine them if you like.

I will now go through a list of offers. For every offer, we will mark (✓) if you would like to purchase this combination, and mark (X) if you would like to decline. The price for purchasing is always Rs 10. So you should say yes only if you would like to purchase the combined products for Rs 10, otherwise please say no to the option.

Since your sale offer is determined by chance, when you are deciding about each offer, all you need to think about is whether you want to take this offer or not. I am saying this, because sometimes people mistake this exercise as a bargaining situation. If we were bargaining, even if you like some offer, you may say you do not like this offer so that I give you a lower price. However, in this exercise, there is no bargaining. The dice roll and scratch cards randomly give you only one offer, and this offer does not change. Therefore, you can just give a simple honest answer, since all you need to consider is whether you want to buy offered products for Rs 10, or not buy them. Do you understand?

Now let's go over the offer list and mark your choice.
(Surveyor describes the options to the respondent and asks him to mark according to his preference.)

(Let's look at option one. Here we have Tea and Sugar. The first option gives you 50 grams of tea and 50 grams of sugar. Would you like to purchase this option for Rs 10? Let us look at the second option. This option gives you 40 grams of tea and 60 grams of sugar for Rs 10. Would you like to purchase this option for Rs 10? Let us look at option 3: This option gives you 30 grams of tea and 70 grams of sugar. The fourth option gives you 20 grams of tea and 80 grams of sugar.)

[Surveyor should go through each option in the example exercise and move to the next option only after the respondent has marked a yes or no.]

Now let's just make sure you completely understand the process.

B6. [*Surveyor: is there any choice reversal*? *If so, ask them about the reversal and explain the procedure again.*]

Try #1: ☐ Yes ☐ No   Try #2: ☐ Yes ☐ No   Try #3: ☐ Yes ☐ No

B7. How do we decide which offer is chosen?

Try #1: ☐ Yes ☐ No   Try #2: ☐ Yes ☐ No   Try #3: ☐ Yes ☐ No

B8. What if you get an offer, and if you marked (✓) for this option? What if you marked (X)?

Try #1: ☐ Yes ☐ No   Try #2: ☐ Yes ☐ No   Try #3: ☐ Yes ☐ No

Now that we have confirmed your understanding, please look through this list carefully. Would you like to make any changes to these options? Please remember that you cannot make any changes once we start the dice roll process.

Now please roll this die to determine which offer you get. You rolled [insert number] so your offer involves [option]. Now please choose a scratch cards. [*Surveyor: review the numbers' meanings*.] You got [insert number] so your offer involves [option].

- [*If participant accepted the offer*] You get the offer to buy [insert choice] for Rs.10. Since you have chosen to accept this offer, we will give this packet to you now.
- [*Otherwise*] As you had declined this option you will not make any purchase, so we will give you Rs 10 now.

Was this process clear to you? Do you wish you chose differently for any of the offers? [*If answers 'yes', ask why and explain the process again*.] Do you agree just picking your honest preferred choice for every offer is the best thing you can do for yourself?

Section C: Dice Rolls

Now, we will do the same exercise with you, but with actual job offers. As discussed with you in the consent process, we have an employer who needs paper bags. He is employing people for one day to make paper bags at a work site [insert distance] km away. We will provide training on how to make paper bags, so no prior knowledge is required. The employer also wants some extra tasks to be done, other than making paper bags. People may think one type of extra task is better than another. To make it fair who gets what kind of task for the one-day job, we will go through all offers involving the different extra tasks, and randomly make one offer to each person. The employer is mainly interested in learning which tasks people are generally willing to do. Hence you should feel free to choose whichever you prefer.

As we discussed, we will give you detailed information about the extra task involved in each job offer before you accept or decline any offer. Now, let's look at the entire list of job offers, and how they are associated with dice rolls.

There are eight different extra tasks in total, each associated with a number on the eight-sided die. [*Surveyor: show the diagram with 8 numbers and the associated tasks. Discuss the meaning of each.*]

There are also four different production requirements for extra task. Each requirement is associated with a number on a scratch card. [*Surveyor: show the diagram with 4 numbers and the associated requirements. Discuss the meaning of each*.]

We will go through this list later, and you will choose whether you prefer to accept or decline each job offer. For every offer, we will mark a (✓) if you would like to accept the job offer, and mark a (X) if you would like to decline the job offer. Accepting any offer means that if this particular offer is randomly chosen, you agree to working on the specified extra task first to fulfil the requirement, then working on paper bags for the remaining time, and receiving [insert wage] at the end of the day. Declining any offer means if this particular offer is chosen, you prefer to not work at all with us and will not earn any wages from us. Remember, you will only get one offer, so it is important you think about each offer carefully.

Now let me tell you how the dice roll process determines your job offer. You die roll determines which extra task you have to work on, as part of your job. A scratch card will determine how much you are required to work on the extra task. These two together will determine the exact type of your job offer. As in the last exercise, because your job offer is determined by chance, just picking your honest preferred choice for every offer is the best thing you can do for yourself.

Remember, if you accepted any offer and got it, you cannot later refuse to work on the extra task. If you do not like the idea of working on the extra task for the requirement amount, you should just decline the offer. That is, say you agree to work on a certain task to complete the requirement. You roll the dice and that is the option you get. You cannot change your answer at this point. We cannot offer you any other job or allow you to re-roll the dice. If you do not complete the job, we will come back to your village and ask you to complete the job. So please only agree to a job if you are comfortable performing it [today or tomorrow].

If you are okay with working on the extra task for the required amount, then you should always accept the offer. That is, say yes to a job offer if you are comfortable performing it. If this offer gets randomly chosen, you will get work [today or tomorrow] and get [insert wage] at the end of the day.

Now let's just make sure you completely understand the process.

C1. What does the die roll determine?

Try #1: ☐ Yes ☐ No   Try #2: ☐ Yes ☐ No   Try #3: ☐ Yes ☐ No

C2. What does the scratch card determine?

Try #1: ☐ Yes ☐ No   Try #2: ☐ Yes ☐ No   Try #3: ☐ Yes ☐ No

C3. What happens if you get an offer, and if you marked (✓) for this option?

Try #1: ☐ Yes ☐ No   Try #2: ☐ Yes ☐ No   Try #3: ☐ Yes ☐ No

C4. What happens if you get an offer, and if you marked (X) for this option?

Try #1: ☐ Yes ☐ No   Try #2: ☐ Yes ☐ No   Try #3: ☐ Yes ☐ No

<h1 align="center">Section D: Job Offers</h1>

Now, let's go through this list of job offers together. For each job offer, I will describe the extra task you need to do, and show you some example photos of how the task is done. I will also tell you if there is any risk involved with doing the task. Please ask any question that you have about the job offer. Then you can tell me whether you prefer to accept or decline this job offer for [today / tomorrow].

If you get any work [today / tomorrow], we will first take you to the worksite area. You will perform the extra task outside in a village near there, and then once you are done, you will go to the work site to make paper bags. As we discussed, the worksite is quite far away from your own, [insert distance] away, taking [insert time] to travel by auto. So the village near the worksite is unlikely to have anyone you know. Also, although you will perform the extra task outside, we will still ensure that the extra task is done in a private area, so that no one in that village or at the work site can see you doing the extra task.

[**Private condition**: Also, we will not discuss how you answer regard any job offer with anyone. So only the worksite supervisors and you would know if you accept or decline any of the jobs we offer. The only exception is washing agricultural tools. Later, we will have a focus group discussion about agricultural tasks and practices in this village. During this discussion, we will also discuss maintaining tools and whether you are willing to wash agricultural tools as work. However, we will not discuss your choices about any other work we mention during this discussion.]

[**Public condition**: However, later, we will have a focus group discussion about agricultural tasks and practices in this village. During this discussion, we will also discuss whether people were willing to accept different kinds of jobs we offer. Hence your answers here will be discussed in this group discussion later, even if you do not join the conversation. So please think carefully before you make your choices.]

[Surveyor: depending on the tasks selected, use the descriptions below and show the relevant photos.]

1. **Washing clothes**
   o You will be given a set of male outer wear clothes to wash. The clothes will be soiled from agricultural work and daily use, but not excessively dirty. Water, detergent and brush will be provided for this task.
   o The first option requires you to wash 1 pair of male outerwear which will approximately take 10 minutes for you to complete.
   o The second option requires you to wash 3 pairs of male outerwear which will approximately take 30 minutes for you to complete.
   o The third option requires you to wash 6 pairs of male outerwear which will approximately take 1 hour for you to complete.
   o The fourth option requires you to wash 9 pairs of male outerwear which will approximately take 1 hour 30 minutes for you to complete.

2. **Animal shed sweeping**
   - You will be taken to an animal shed for cows and asked to sweep the area and clean the walls. The animal sheds are well maintained, and you will not be asked to touch animals or pick up things with your hands. All sweeping equipment will be provided.
   - The first option requires you to sweep a small part of an animal shed of about 20 square feet which will approximately take 10 minutes for you to complete.
   - The second option requires you to sweep a part of an animal shed of about 50 square feet, which will approximately take 30 minutes for you to complete.
   - The third option requires you to sweep a part of an animal shed of about 80 square feet, which will approximately take 1 hour for you to complete.
   - The fourth option requires you to sweep one animal shed of about 100 square feet, which will approximately take 1 hour 30 minutes for you to complete.
3. **Repairing leather shoes**
   - You will work on fixing and polishing leather shoes. Some of these shoes have been worn before. You do not need any previous experience of working with leather or repairing shoes. There is an experienced trainer and he will engage you on very simple tasks, such as polishing leather or cleaning the shoes.
   - The first option requires you work on one pair of footwear, which will approximately take 10 minutes for you to complete.
   - The second option requires you work on two pairs of footwear, which will approximately take 30 minutes for you to complete.
   - The third option requires you work on 4 pairs of footwear which will approximately take 1 hour for you to complete.
   - The fourth option requires you work on 6 pairs of footwear. This will approximately take 1 hour 30 minutes for you to complete.
4. **Washing agricultural tools**
   - You will be given a set of agricultural tools to clean. These tools could include plough, leveler, harrow, mallot, spade etc. All cleaning supply will be provided. While doing this task, you have to be careful when handing tools in order to avoid injury. However, this kind of injury is rare and the task is quite safe.
   - The first option requires you wash and clean 2 spades which will approximately take 10 minutes for you to complete.
   - The second option requires you wash and clean 2 spades and 1 leveller which will approximately take 30 minutes for you to complete.
   - The third option requires you wash and clean 2 spades, 1 leveller and 1 plough which will approximately take 1 hour for you to complete.

- o The fourth option requires you wash and clean 2 spades, 2 levellers and 1 plough which will approximately take 1 hour 30 minutes for you to complete.

5. **Repairing grass mats**
   - o You will work on fixing grass mats. These mats may have been used before. You do not need any previous experience of fixing or making grass mats. There is an experienced trainer and he will engage you on very simple tasks, such as examining the grass mats to see if there are any parts that need to be fixed, cleaning the mat, or sorting the grass. If you are interested, he could also teach you how to weave grass mats. While doing this task, you have to be careful when handing a tuft of grass as to not cut your hands. However, this kind of injury is rare and the task is quite safe.
   - o The first option requires you to work on 6 inches of making/repairing grass mats. This will take approximately 10 minutes for you to perform.
   - o The second option requires you to work on 1 foot of making/repairing grass mats. This will take approximately 30 minutes for you to perform.
   - o The third option requires you to work on 2 feet of making/repairing grass mats. This will take approximately 1 hour for you to perform.
   - o The fourth option requires you to work on 3 feet of making/repairing grass mats. This will take approximately 1 hour 30 minutes for you to perform.

6. **Stitching**
   - o You will need to stitch shapes such as triangles onto fabric. All raw material will be provided. This task requires you to pay attention and have good focus. We will have a trainer at the worksite to teach you how to perform this task. While doing this task, you may prick your hand with the needles. So you will need to be careful while stitching.
   - o The first option requires you to work on one shape. This will take approximately 10 minutes for you to perform.
   - o The second option requires you to work on two shapes. This will take approximately 30 minutes for you to perform.
   - o The third option requires you to work on four shapes. This will take approximately 1 hour for you to perform.
   - o The fourth option requires you to work on six shapes. This will take approximately 1 hour 30 minutes for you to perform.

7. **Latrine sweeping**
   - o You will be asked to sweep the floor of latrines and clean the walls. The latrines have been used but not excessively dirty, and you will not be asked to clean the toilet pipes. All sweeping equipment will be provided.
   - o The first option requires you to sweep and clean a small section of one washroom. This will take approximately 10 minutes for you to perform.
   - o The second option requires you to sweep and clean one washroom. This will take approximately 30 minutes for you to perform.

- o The third option requires you to sweep and clean two washrooms. This will take approximately 1 hour for you to perform.
- o The fourth option requires you to sweep and clean three washrooms. This will take approximately 1 hour 30 minutes for you to perform.

8. **Making Ropes**
   - o You will be asked to make simple ropes. All raw materials are provided. There is an experienced trainer and he will teach you how to make ropes. So you do not need any previous experience.
   - o The first option requires you to make about 3 inches of rope that will take approximately 10 minutes for you to perform.
   - o The second option requires you to make about 10 inches of rope that will take approximately 30 minutes for you to perform.
   - o The third option requires you to make about 20 inches of rope that will take approximately 1 hour for you to perform.
   - o The fourth option requires you to make about 30 inches of rope that will take approximately 1 hour 30 minutes for you to perform.

9. **Peanut deshelling**
   - o You will be given a quantity of peanuts for deshelling.
   - o The first option requires you to deshell about 50 grams of peanuts which is expected to take you about 10 minutes to do.
   - o The second option requires you to deshell about 150 grams of peanuts which is expected to take you about 30 minutes to do.
   - o The third option requires you to deshell about 300 grams of peanuts which is expected to take you about 1 hour to do.
   - o The fourth option requires you to deshell about 500 grams of peanuts which is expected to take you about 1 hour 30 minutes to do.

Now, before you roll dice, do you want to change any answers?

Section E: Dice Rolling

Now you will roll this die to determine which type of job offer you may get.

Step 1:

Remember, the roll determines which extra task you are required to work on, as part of your job offer.
[Surveyor: show the picture of tasks and associated numbers, and go over each option before the participant rolls the 8-sided die.]

Your job offer requires doing [insert task] since you rolled [insert number].
[If declined this offer:] [You already declined this offer. Since this is your only offer, you will not get work from us.]

Step 2:

The scratch card determines the requirement on this extra task.
[Surveyor: show the picture of required work and associated numbers, and go over each option.]

Your job offer requires doing [insert task requirement] since you rolled [insert number].

[If the participant is not offered a job:]

[Thank you for spending time with us to answer our questions. Unfortunately, you will not work for us. However, we would like to conduct a short survey about your experience later today and offer you a gift for your time. Please take this voucher. Our surveyor will find you later, ask you to complete the survey, and then exchange your voucher for the gift. Please let me know if you have any questions.]

[If the participant is offered a job:]
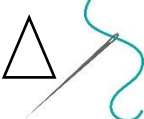
Congratulations. Your job offer involves:
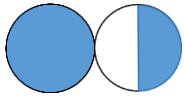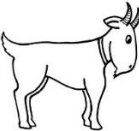
   a) Doing an additional task of [insert task and requirement]
   b) Making paper bags at the worksite for [insert time]

The compensation for this job is [insert wage]. We will provide transportation and lunch. Just to remind you, this is a one-time arrangement only. Please follow our supervisor to get information about getting to the worksite. Please let me know if you have any questions.

Response Entry – Practice

Quantity	1	2	3	4
Products	50 gms + 50 gms of Sugar	40 gms + 60 gms of Sugar	30 gms + 70 gms of sugar	20 gms + 80 gms of sugar
1 or 2				
3 or 4				
5 or 6				
7 or 8				

Response Entry – Job Offers

Time	10 minutes	30 minutes	1 hour	1 hour and 30 minutes
Task				
1				
2				
3				
4				
5				
6				
7				
8				

Bonus Wage Experiment

Section B: Example Exercise

As discussed, we will ask you a series of questions regarding whether you will be willing to switch to doing a different task for some period of time today for some extra wage. We will go through a list of switching offers, and for each offer, you will tell us whether you would accept or decline this offer for the specific extra wage amount. Then you will roll dice and choose scratch cards to determine the offer type and extra wage amount. Your answer regarding this offer and wage would be implemented.

We would now like use an example to help you understand how the exercise will be carried out. In this example exercise, you may receive packets of tea, jeera or money, depending on your choice under different offers and prices.

We will give you extra Rs 10 for doing this exercise. This Rs 10 is yours to keep, and will be given to you right after this example exercise. We will ask you whether you would like to buy the offered packet at the given price, or decline the offer. If you choose to buy, it means you prefers to receive the packet and Rs 10 minus the price of the packet, more than receiving just Rs 10. If you choose to decline, it means you prefer to just keep Rs 10, and not buy the packet at the given price.

After making your choice for each offer and price, we will ask you to roll dice and pick scratch cards. These will determine which packet and price you actually get.

1. First die roll: The first roll with the six-sided die determines your offer packet. (Show six-sided die). As described in sheet in front of you, if you roll 1, 2 or 3, your offer is a packet of tea. If you roll 4, 5 or 6, your offer is a packet of jeera. Do you have any questions?
2. Scratch card: Then you will pick a scratch card, which determines the price of the packet. The packet's price may be Rs 1, Rs 2, or up to Rs 10. Each card has one price written on it. There are 1 card for each price from Rs 1 to 5, and 2 cards for each price from Rs 6 to 10. As you will pick one card, this card determines the price of the offered packet. Do you have any questions?

We have packets of tea and jeera *[Show the packets of jeera and tea]*. They are of standard market quality and they are in loose packets just for operational efficiency. This does not denote a lower quality product, and you can examine them if you like. Since you are receiving extra Rs 10, you can use this money to buy these packets. Suppose you get an offer of tea packet at Rs 3 and you agree to purchase it from us. You will get the tea packet and the remaining money – Rs 7 in this case.

We will now go through a list of offers and prices. For every offer and price, we will mark (✓) if you would like to purchase the packet at the given price, and mark (X) if you would like to decline. As we discussed, the price could be as little as 1 Rs or as high as Rs 10. So you should say yes only if you would like to purchase the combined products at the given price, otherwise please say no to the option.

Since your offer and price are determined by chance, when you are deciding about each offer, all you need to think about is whether you want to buy the packet at the given price or not. However, in this exercise, there is no bargaining. The dice roll and scratch cards randomly give you only one offer and one price, and they do not change. Therefore, you can just give a simple honest answer, since all you need to consider is whether you want to buy offered packet at the given price, or not buy at all. Do you understand?

Now let's just make sure you completely understand the process.

B1. How do we determine if you can buy tea or mustard seeds?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

B2. If you roll the die and get 2, what does it mean?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

B3. How do we determine what the price of the offered packet is?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

B4. How many cards are there for prices of Rs 1 to 5? How many cards are there for prices of Rs 6 to 10?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

B5. What if you get an offer and if you marked (✓) for this option? What if you marked (X)?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

B6. If you are okay with paying Rs 6 for the tea packet, will you also agree to take the tea packet for Rs5 ?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

Now let's go over the offer list and mark your choice.

[Surveyor describes the options to the respondent and asks him to mark according to his preference.]

(Let's look at option one. Here we have tea. Would you like to purchase this packet for Rs 1? If you say yes, and this offer and price are chosen, then you will receive this packet, and Rs 9 since Rs 1 will be used for purchasing the packet. If you say no, then you will not get the packet and simply receive Rs 10. What is your choice? Now, would you like to purchase this packet for Rs 2? If you say yes, and this offer and price are chosen, then you will receive this packet, and Rs 8 since Rs 2 will be used for purchasing the packet. If you say no, then you will not get the packet and simply receive Rs 10.)

[Surveyor should go through each option in the example exercise and move to the next option only after the respondent has marked a yes or no.]

Now please look through this list carefully. Would you like to make any changes to these options? Please remember that you cannot make any changes once we start the dice roll process.

Now please roll this die to determine which offer you get. *[Surveryor: record the number rolled.]* You rolled [insert number] so your offer involves [packet option]. Now please choose a scratch card. [*Surveyor: review the numbers' meanings*.] You got [insert number] so the price for the packet is [price option].

- [*If participant accepted the offer*] Since you have chosen purchase this packet at the price of [price option], we will give you this packet and [Rs 10 minus price] now.
- [*Otherwise*] As you had declined to purchase this packet at the price of [price option], we will give you Rs 10 now.

Section C: Dice Rolls

Now, we will do the same exercise with you, but with offers to switch to working on a different task later today.

Currently you are scheduled to spend 5 hours working on paper bags. The employer also wants some extra tasks to be done, other than making paper bags. People may think one type of extra task is better than another. To make it fair who gets to work on what kind of task, we will go through all offers involving the different extra tasks, and randomly make one switching offer to each person. The employer is mainly interested in learning which tasks people are generally willing to do. Hence you should feel free to choose whichever you prefer, whether to only work on

paper bags, or switch to another task for some time. Remember that your total work time will only be 5 hours if even you agree to do the extra task. We will record the time when you start working to ensure that you do not work for more than 5 hours. We will not force anyone to complete the task, so if you do not want to do any particular task you should say no and this will also not affect your paper bag making job. You can say yes or no to each offer depending on your preference. If you decide to switch, it means you will spend some specific amount of time on the extra task out of the total 5 hours of working time, and spend the remaining time on making paper bags. If you decide to not switch, you will spend all of the total 5 hours on making paper bags. As we discussed, we will give you detailed information about the extra task involved in each switching offer before you accept or decline any offer.

Now, let's look at the entire list of switching offers, and how they are associated with dice rolls.

There are 7 different extra tasks in total, each associated with a number on this die with 8 sides. For example, getting [number option] means your offer involves switching to working on [task option] for some of the time today, instead of making papers. [*Surveyor: show the diagram with 7 numbers and the associated tasks. Discuss the meaning of each.*]

There are also 3 different time requirements for extra task. Each requirement is associated with two numbers on this die 6 sides. That is, 1 and 2 are associated with 10 minutes, 3 and 4 are associated with 30 minutes, and 5 and 6 are associated with 1 hour. [*Surveyor: show the diagram with 3 numbers and the associated requirements. Discuss the meaning of each*.]

Each offer specifies the extra task type and the time you are required to work on it. For example, if the offer is repairing grass mats for 30 minutes, accepting the offer means you will work 30 minutes less on making paper bag, and spend 30 minutes on repairing grass mats, so that your total working time will stay the same at 5 hours.

We will ask you if you are interested in accepting each offer if you were given some extra wage. [*Surveyor: show the table with different wage levels*.] As you can see, there are 11 different extra wage levels that might be offered. Each scratch card has one wage level written on it. There are 5 cards for each of the first 7 wage levels, and 1 card for each of the last 4 wage levels.

We will go through the entire list of switching offers later, and you will choose whether you prefer to accept or decline each offer at the given extra wage level. For every offer and wage combination, we will mark a ($\checkmark$) if you would like to accept the offer at that wage, and mark a (X) if you would like to decline the offer at that wage. Accepting any offer at a given wage means that if this particular offer is randomly chosen, you agree to working on the specified extra task to fulfil the requirement later today, and spend the remaining working time on making paper bags. Then you will be paid Rs 300 as well as the extra wage you accepted at the end of the day. Declining any offer at a given wage means that if this particular offer is chosen, you prefer to simply work on making paper bags for 5 hours. Then you will be paid the base wage of Rs 300 with no extra wage at the end of the day. Remember, you will only get one offer, so it is important you think about each offer carefully.

Now let me tell you how the dice roll process determines your job offer.

The first roll determines which extra task you have to work on and the second roll determines how much time you will spend on the task, as part of your job today. The two rolls together will determine the exact condition of your switching offer. A scratch card will determine how much extra wage you will be paid if you accept the offer and complete the job. As in the last exercise, because your offer is determined by chance, just picking your honest preferred choice for every offer is the best thing you can do for yourself.

Remember, if you accepted any offer and got it, you cannot later refuse to work on the extra task. That is, say you agree to work on a certain task for 30 minutes at Rs 60. You roll the dice and that is the option you get. You cannot change your answer at this point. We cannot offer you to continue working on paper bags or allow you to re-roll the dice. If you later refuse to perform the extra task after agreeing to the offer during this exercise, we will have to ask you to leave the work site at that point, and not pay you full wages. So only agree to a switching offer if you are comfortable performing it today at the given wage.

If you do not like the idea of working on the extra task for the required amount of time given the extra wage level, you should just decline the offer. There is absolutely no consequence if you do not want to switch. That is, say you decline to work on a certain task for 30 minutes at Rs 60. You roll the dice and that is the option you get. Then you will simply complete the work of making paper bags for 5 hours, and then get paid the base wage of Rs 300.

If you are willing to work on the extra task for the required time for some wage, then you should always accept the offer. That is, say yes to an offer if you think getting that extra wage for switching is better than only doing paper bags for the base wage.

Just to confirm you understand the exercise, please answer the following questions. (*Surveyors: mark 'Yes' for a correct answer.*)

C1. How long will you work on paper bags in total if you switch to another task for 30 minutes?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

C2. How will we determine which additional task you get?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

C3. How will we determine how much extra wage you will be paid if you accepted this offer?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

C4. What if you get an offer to switch to an additional task for a specific wage and you marked (✓)? What happens if you do not complete the task you agreed to?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

C5. What if you get an offer to switch to an additional task for a specific wage and you marked (X)?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

C6. Is this arrangement clear to you?

☐ Yes ☐ No→ Repeat Explanation

Section D: Job Offers

Now, let's go through this list of offers together. For each offer, I will describe the extra task you need to do, and show you some example photos of how the task is done. I will also tell you if there is any risk involved with doing the task. Please ask any question that you have about the offer. Then you can tell me whether you prefer to accept or decline the switching offer.

After your offer and extra wage are determined, if you have accepted this offer at the given wage, you will perform the extra task outside in a village near here at some point today. Once you are done, you will come back to the work site to finish making paper bags. Any travelling time will count toward your working time for paper bags. As you know, the worksite is quite far away from your own, [insert distance] away, taking [insert time] to travel by auto. So the village near here is unlikely to have anyone you know. Also, although you will perform the extra task outside, we will still ensure that the extra task is done in a private area, so that no one in that village or at the work site can see you doing the extra task. As people will be frequently moving in and out of working space for exercises, surveys, and to take breaks, people at the work site will not be able to tell if you worked on any other task and which extra task you work on. Also, we will not share any information about if anyone worked on any extra task or how much each person got paid. So no one would know about your schedule and payment unless you share this information. We also would like to ask you to not discuss your schedules and payment with other people until the work is completely over today.

[**Private condition**: Also, we will not discuss how you answer regard any switching offer with anyone. So only the worksite supervisors and you would know if you accept or decline any of the offers. The only exception is washing agricultural tools. Later, we will have a focus group discussion about agricultural tasks and practices in your village. During this discussion, we will also discuss maintaining tools and whether you are willing to wash agricultural tools as work. However, we will not discuss your choices about any other task we mention during this discussion.]

[**Public condition**: However, later, we will have a focus group discussion about agricultural tasks and practices in your village. During this discussion, we will also discuss whether people were willing to accept different kinds of jobs we offer. Hence your answers here will be discussed in this group discussion later, even if you do not join the conversation. So please think carefully before you make your choices.]

Just to confirm you understand the exercise, please answer the following questions. (*Surveyors: mark 'Yes' for a correct answer.*)

D1. Where will you perform the extra task if you decide to switch? Will anyone see you perform this task?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

D2. What will we discuss during the focus group? Will anyone learn about how you answer during this choice exercise?

A : ☐ Yes ☐ No   B : ☐ Yes ☐ No   C : ☐ Yes ☐ No

D3. Do you have any questions before you start the choice exercise?

☐ No ☐ Yes → Repeat Explanation

[Surveyor: depending on the tasks selected, use the descriptions below and show relevant photos.]

1. **Washing clothes**
   o You will be given a set of male outer wear clothes to wash. The clothes will be soiled from agricultural work and daily use, but not excessively dirty. Water, detergent and brush will be provided for this task.
   o The first option requires you to wash 1 pair of male outerwear which will approximately take 10 minutes for you to complete.
   o The second option requires you to wash 3 pairs of male outerwear which will approximately take 30 minutes for you to complete.
   o The third option requires you to wash 6 pairs of male outerwear which will approximately take 1 hour for you to complete.

2. **Repairing old leather shoes**
   o You will work on fixing and polishing old leather shoes. Some of these shoes have been worn before. You do not need any previous experience of working with leather or repairing shoes. There is an experienced trainer and he will engage you on very simple tasks, such as polishing leather or cleaning the shoes.
   o The first option requires you work on one pair of footwear, which will approximately take 10 minutes for you to complete.
   o The second option requires you work on two pairs of footwear, which will approximately take 30 minutes for you to complete.
   o The third option requires you work on 4 pairs of footwear which will approximately take 1 hour for you to complete.

3. **Washing agricultural tools**
   o You will be given a set of agricultural tools to clean. These tools could include plough, leveler, harrow, mallot, spade etc. All cleaning supply will be provided. While doing this task, you have to be careful when handing tools in order to avoid injury. However, this kind of injury is rare and the task is quite safe.
   o The first option requires you wash and clean 2 spades which will approximately take 10 minutes for you to complete.
   o The second option requires you wash and clean 2 spades and 1 leveller which will approximately take 30 minutes for you to complete.
   o The third option requires you wash and clean 2 spades, 1 leveller and 1 plough which will approximately take 1 hour for you to complete.

4. **Repairing grass mats**
   o You will work on fixing grass mats. These mats may have been used before. You do not need any previous experience of fixing or making grass mats. There is an experienced trainer and he will engage you on very simple tasks, such as examining the grass mats to see if there are any parts that need to be fixed, cleaning the mat, or sorting the grass. If you are interested, he could also teach you how to weave grass mats. While doing this task, you have to be careful when handing a tuft of grass as to not cut your hands. However, this kind of injury is rare and the task is quite safe.
   o The first option requires you to work on 6 inches of making/repairing grass mats. This will take approximately 10 minutes for you to perform.
   o The second option requires you to work on 1 foot of making/repairing grass mats. This will take approximately 30 minutes for you to perform.

o The third option requires you to work on 2 feet of making/repairing grass mats. This will take approximately 1 hour for you to perform.

5. **Latrine sweeping**
   o You will be asked to sweep the floor of latrines and clean the walls. The latrines have been used but not excessively dirty, and you will not be asked to clean the toilet pipes. All sweeping equipment will be provided.
   o The first option requires you to sweep and clean a small section of one washroom. This will take approximately 10 minutes for you to perform.
   o The second option requires you to sweep and clean one washroom. This will take approximately 30 minutes for you to perform.
   o The third option requires you to sweep and clean two washrooms. This will take approximately 1 hour for you to perform.

6. **Animal shed sweeping**
   o You will be taken to an animal shed for cows and asked to sweep the area and clean the walls. The animal sheds are well maintained, and you will not be asked to touch animals or pick up things with your hands. All sweeping equipment will be provided.
   o The first option requires you to sweep a small part of an animal shed of about 20 square feet which will approximately take 10 minutes for you to complete.
   o The second option requires you to sweep a part of an animal shed of about 50 square feet, which will approximately take 30 minutes for you to complete.
   o The third option requires you to sweep a part of an animal shed of about 80 square feet, which will approximately take 1 hour for you to complete.

7. **Heavy-lifting Construction Work**
   o You will be working under a mason. All construction equipment will be provided by the mason for the activities. You will be required to lift heavy construction tools. You will also be required to lift a lot of heavy bricks and stones. Hence this task might be more difficult to do compared to all the other tasks.
   o The first option requires you to do heavy-lifting construction work for approximately 10 minutes.
   o The second option requires you to do heavy-lifting construction work for approximately 30 minutes.
   o The third option requires you to do heavy-lifting construction work for approximately 1 hour.

Section F: Offer determination

Step 1: Now you will roll dice twice to determine which offer you will get today. Remember, the first roll determines which extra task you are offered to switch to today. *[Surveyor: show the picture of tasks and associated numbers, and go over each option before the participant rolls the 6-sided die.]*

Your offer involves switching to [insert task], since you rolled [insert number].

Step 2: The second roll determines how much time you will need to spend on this extra task. *[Surveyor: show the picture of time and associated numbers, and go over each option before the participant rolls the 6-sided die again.]*

Your offer involves switching to [insert task] for [insert time], since you rolled [insert number].

Step 3: Now you will pick up one scratch card. This will determine the additional wage we will pay you for the selected offer. *[Surveyor: show the picture of number and the associated additional wages]*

Your offer involves switching to [insert task] for [insert time] for [insert additional wage], since you picked this [insert number].

[If the participant gets the offer and he accepted the offer – Since you accepted this offer, you will have to perform [insert task] for [insert time] instead of making paper bags. For switching to this task, you will additionally receive [insert additional wage] at the end of the day, so the total wage for today's work will be [insert wage]. Please follow our supervisor so that you can complete today's work. You will also be asked to complete a short survey after you finish work. Please do not discuss your schedules and payment with other people until the work is completely over today. Please let me know if you have any questions.]

*[If the participant declines the offer –*Since you have declined this offer, you will only work on paper bag making for 5 hours. You will be paid [insert wage] at the end of the day. Please follow our supervisor so that you can complete today's work. You will also be asked to complete a short survey after you finish work. Please do not discuss your schedules and payment with other people until the work is completely over today. Please let me know if you have any questions.]