

Variable Name	Survey Question	Answer Options
WORKER COVARIATES		
female / male	Please specify your gender	Male; Female
state	In what state in India do you live in?	[Open Text Entry]
caste_low / caste_up	What caste do you identify with?	Brahmin, Kshatriya or other upper caste; Other Backward Castes (OBC); Scheduled Caste (SC); Scheduled Tribe (ST); Other caste; Prefer not to answer
educ_num	What is your education level?	Primary; Matric; College; University
OUTCOMES: ATTITUDES & BELIEFS		
work_future	Do you want to sign up to do additional work for us in the next few days?	Yes; No
minwage	Please use the slider to indicate the minimum hourly wage, in rupees, for which you would be willing to work.	Slider (0 - 340 INR)

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e_satisfied	I am satisfied with my experience transcribing receipts	Strongly disagree; Disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Agree; Strongly Agree
e_important	I was convinced that the task (transcribing receipts) was important	Strongly disagree; Disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Agree; Strongly Agree
e_fb_accurate	The feedback I received was accurate	Strongly disagree; Disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Agree; Strongly Agree
e_fb_appropriate	The tone of the feedback was appropriate	Strongly disagree; Disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Agree; Strongly Agree
MANAGER PERCEPTIONS		
p_mgredu_num	How educated do you believe [Manager Name] is?	Primary; Matric; College; University; UNCLEAR
p_loc_num	Where do you think [Manager Name] resides?	Northern India; Southern India; Other area; UNCLEAR

Variable Name	Survey Question	Answer Options
p_mgrlow / p_mgrup	What do you think [Manager Name]'s CASTE is?	Brahmin, Kshatriya or another upper caste; Scheduled Caste (SC), Scheduled Tribe (ST), or Other Backward Caste (OBC); Other caste; UNCLEAR
p_mgrunfair	Do you believe [Manager Name] treated you unfairly?	Yes; No
p_unfair_caste / p_unfair_gender	Why do you believe [Manager Name] treated you unfairly?	My caste; My gender; Don't know; other
GENDER OPINIONS		
gen_home	If a family can afford it, women should stay home rather than having a job.	Strongly disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Strongly agree
gen_embar	I would be embarrassed if friends found out I'm working under a FEMALE manager.	Strongly disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Strongly agree
gen_reserv	Companies should be required to hire a certain number of women.	Strongly disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Strongly agree

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gen_qualif	Lack of qualifications is the most important reason for why there are few FEMALE managers.	Strongly disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Strongly agree
gen_work	I prefer to work with members of my own gender.	Strongly disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Strongly agree