

A Service of



Leibniz-Informationszentrum Wirtschaft Leibniz Information Centre for Economics

Bosworth, Steven J.; Clot, Sophie; Della Giusta, Marina

Working Paper DIY or Ask Someone Nice?

IZA Discussion Papers, No. 12406

Provided in Cooperation with: IZA – Institute of Labor Economics

Suggested Citation: Bosworth, Steven J.; Clot, Sophie; Della Giusta, Marina (2019) : DIY or Ask Someone Nice?, IZA Discussion Papers, No. 12406, Institute of Labor Economics (IZA), Bonn

This Version is available at: https://hdl.handle.net/10419/202752

Standard-Nutzungsbedingungen:

Die Dokumente auf EconStor dürfen zu eigenen wissenschaftlichen Zwecken und zum Privatgebrauch gespeichert und kopiert werden.

Sie dürfen die Dokumente nicht für öffentliche oder kommerzielle Zwecke vervielfältigen, öffentlich ausstellen, öffentlich zugänglich machen, vertreiben oder anderweitig nutzen.

Sofern die Verfasser die Dokumente unter Open-Content-Lizenzen (insbesondere CC-Lizenzen) zur Verfügung gestellt haben sollten, gelten abweichend von diesen Nutzungsbedingungen die in der dort genannten Lizenz gewährten Nutzungsrechte.

Terms of use:

Documents in EconStor may be saved and copied for your personal and scholarly purposes.

You are not to copy documents for public or commercial purposes, to exhibit the documents publicly, to make them publicly available on the internet, or to distribute or otherwise use the documents in public.

If the documents have been made available under an Open Content Licence (especially Creative Commons Licences), you may exercise further usage rights as specified in the indicated licence.



WWW.ECONSTOR.EU



Initiated by Deutsche Post Foundation

DISCUSSION PAPER SERIES

IZA DP No. 12406

DIY or Ask Someone Nice?

Steven J. Bosworth Sophie Clot Marina Della Giusta

JUNE 2019



Initiated by Deutsche Post Foundation

DISCUSSION PAPER SERIES

IZA DP No. 12406

DIY or Ask Someone Nice?

Steven J. Bosworth University of Reading

Sophie Clot University of Reading

Marina Della Giusta University of Reading and IZA

JUNE 2019

Any opinions expressed in this paper are those of the author(s) and not those of IZA. Research published in this series may include views on policy, but IZA takes no institutional policy positions. The IZA research network is committed to the IZA Guiding Principles of Research Integrity.

The IZA Institute of Labor Economics is an independent economic research institute that conducts research in labor economics and offers evidence-based policy advice on labor market issues. Supported by the Deutsche Post Foundation, IZA runs the world's largest network of economists, whose research aims to provide answers to the global labor market challenges of our time. Our key objective is to build bridges between academic research, policymakers and society.

IZA Discussion Papers often represent preliminary work and are circulated to encourage discussion. Citation of such a paper should account for its provisional character. A revised version may be available directly from the author.

ISSN: 2365-9793

IZA – Institute of Labor Economics

Schaumburg-Lippe-Straße 5–9	Phone: +49-228-3894-0	
53113 Bonn, Germany	Email: publications@iza.org	www.iza.org

ABSTRACT

DIY or Ask Someone Nice?

We design an experiment to assess the effect of beliefs about gender in selecting oneself or a designated person to carry out a volunteering task. Participants in a volunteering task are given the option of selecting oneself or nominating someone from their group, and the group is described to them in terms of cartoons depicting women and men displaying different emotional states: happy, neutral or unhappy. We introduce a treatment consisting of gender priming, in which we elicit gender views with a set of 12 questions routinely used in social attitudes surveys to determine the degree of sexism of respondents. We find that women offer to volunteer more than men, and that while neither the emotional affect or the gender of the nominated person per se influence designation, men in the unprimed condition are more likely to choose the happy female face. Gender priming reduces designations and increases volunteering for all, but the treatment effect differs across genders: though both women and men are likelier to volunteer when primed, the men nominate fewer women across the spectrum of moods once gender primed, and the effect is stronger for the more sexist men, whilst women are reducing their delegation more uniformly once gender-primed, never nominate the neutral woman, and nominate the happy woman more often the less sexist they are. Our results provide evidence of both stereotyping by men and self-stereotyping by women: men are happy to pick any woman for the volunteering, though they display a preference for the happy woman, whilst women are both more sensitive to the mood displayed and prefer to pick women who might be happy to do it the less sexist they are. When it comes to actually carrying out the volunteering task, we find that, conditional on volunteering, women are more likely to actually follow through than men.

JEL Classification:J16, D91, C93, J23Keywords:facial emotions, gender priming, stereotyping, volunteering

Corresponding author: Marina Della Giusta

University of Reading Whiteknights Reading RG6 6AA United Kingdom E-mail: m.dellagiusta@reading.ac.uk

1. Background

A large body of experimental and survey literature documents gender differences in preferences for competitiveness, risk, and altruism (Eckel and Grossman, 1998 and 2008; Gneezy et al, 2003; Niederle and Vesterlund, 2007 and 2011; Croson and Gneezy, 2008; Apicella et al., 2015), and has been variously linked to gender gaps in education (Buser et al. 2014; Niederle, 2010), occupational choices (Bertrand et al., 2010; Goldin, 2014; Bandiera et al. 2016), and gender gaps in pay and career (Babcock et al. 2017a and b; Reuben et al. 2015). Two major reviews of this evidence by Bertrand (2011) and Azmat and Petrongolo (2014) have both highlighted the lack of evidence on the impact of these differences on labour market outcomes. Women are actually found to be no less responsive to performance pay than men (Bandiera et al., 2017), no gender differences in performance are found when competing against oneself (Apicella et al., 2017) and when considering size effects there are practically no gender differences in the distribution of risk preferences (for a meta review see Nelson, 2015). A consistent body literature has instead shown that the proportion of women who choose a competitive task is smaller, ceteris paribus, across several studies (for a review see Niederle, 2016 and 2017) based on the choice of piece rate rather than tournament payment schemes in experiments conducted in both lab and field.

An interesting area of discussion is whether women are or not on average more altruistic: Andreoni and Vesterlund (2001) find that when altruism is expensive women are on average kinder, but when it is cheap men are on average more altruistic, and recent findings from the Global Preference Survey (Falk et al., 2015) also suggest that women tend to exhibit a stronger social predisposition than men, and that they are more responsive to social cues (Eckel and Fullbrunn, 2015; Zetland and Della Giusta, 2013). This may help explain the effect on women of being offered and accepting tasks associated with low promotability (Babcock et al., 2017 a and b), that is tasks that have to seemingly be endured without real career benefits. In this case, the perception that women are more altruistic functions as a reason for receiving the offers, and the fear of the backlash ensuing when not doing so motivates the acceptances (Babcock et al., 2017b).

The expectation that women are compliant is ubiquitous in the psychological literature on personality traits: women on average are expected to be conscientious and compliant (Carter, 2014; Eswaran, 2014) and the evidence on the distribution of personality traits suggest that on responses to the Big Five Inventory, women report on average higher levels of neuroticism, extraversion, agreeableness, and conscientiousness than men across most nations (Schmit et al., 2008; Costa et al., 2001). There is of course a social desirability bias at play (Edwards,

1953), which means both men and women are likely to conform to expected roles even in their self-description: men on average perceive their general intellect as higher and they tend to overestimate it, whilst women on average tend to do the opposite (Karwowski et al., 2013)¹. Women also tend to state more than men that social objectives are more important than the goals connected with achievements (Kuhn and Villeval, 2015; Piirto, 1991). All this may fuel stereotyping by principals and by agents themselves (as found in Babcock et al., 2017) and lead to such tasks being disproportionately allocated to women, under the distorted belief that they will be better at them, whether in the workplace or the household, thereby also creating selffulfilling dynamics of discrimination. The process has been discussed in models of belief formation by Gennaioli and Schleifer (2010) who show that significant biases in beliefs can arise from the use of representativeness heuristics (Kahnemann and Tversky, 1983) which lead to exaggerating small differences in some parts of the distribution of attributes of one group relative to another. In particular, Oxoby (2014) shows how the process of forming beliefs about one's own ability incorporating irrelevant information on observable types can bias downward one's perception of one's own ability (or upward if the type-based biases are positive), and lead to inefficient allocations of agents across more and less skilled sectors in the labour market and a growing segregation over time through the feedback to agents from increased type-based biases in their beliefs.

We design an experiment to assess the effect of beliefs about gender in selecting oneself or a designated person to carry out a volunteering task. To do this, we present participants in a volunteering task with the option of selecting oneself or nominating someone from their group, and the group is described to them in terms of cartoons depicting women and men displaying different emotional states: happy, neutral or unhappy. We want to therefore firstly ascertain whether the choice of whom to designate is based mostly on gender or mostly on mood displayed.

We also introduce a treatment consisting of gender priming, in which we elicit gender views with a set of 12 questions routinely used in social attitudes surveys to determine the degree of sexism of respondents. We do this before carrying out the task for half of the participants, and afterwards for the rest. A second objective of the paper is to see whether there are differences between treatments in the proportion of subjects who choose to do the donation themselves, and in who gets designated as the group member who should donate. We then discuss how

¹ Parents also perceive their sons' intelligence to be higher than their daughters', while children perceive the intelligence of their fathers to be higher than that of their mothers (Karwowski et al., 2013).

such differences are correlated with the degree of subjects' sexism as detected in their responses to the questionnaire, and finally how the subjects' choices of designated volunteers correspond to the gender of students who actually do volunteer afterwards and their gender views, to establish whether people have stereotyped beliefs that do not correspond to real behaviours.

2. Experimental procedure

Participants (students across three cohorts of the undergraduate economics programme at the University of Reading) took part in an experiment in which they were asked to open an envelope they found on their desk and complete a two pages survey within 10 minutes, retaining the envelope for later use. One version presented participants with a set of 12 questions eliciting their gender views before the task, the other presented these questions after the task (please see appendix).

The task itself consisted in volunteering to help donate food to a local food bank by bringing one packaged dry food item by a specified date. Participants were told they belonged to a group of five students from their cohort, and had to choose between volunteering themselves to bring an item to the food collection box , or designate someone else in their group to do so, choosing from the following options:

- Option 1: I volunteer to bring something myself to the food collection box (*please use the envelope provided when placing your item -tins, cereals, pasta, rice- in the collection box).* If selecting that option, other members of your group will be exempted. Also, there is no issue in having more than one volunteer per group!

- Option 2: I designate someone from my group. *Please note that if nobody from your group volunteered by selecting option 1, you may also be designated by other students. If you opt for Option 2, please help us in selecting that person by voting for one of the following 5 possibilities.*

Option 1 I volunteer	Option 2 I designate someone from my group								
	:)			00	0				

We gave participants five different cartoons representing types of designated people to choose from: a happy man, a neutral woman, an unhappy man, a happy woman and a happy man (the ratio of women to men reflects that of most economics undergraduate classes). We then matched these faces to the real faces of participants as captured in their Uni Id pictures by software of real facial action called OpenFace means coding system (https://www.cl.cam.ac.uk/~tb346/res/openface.html) which creates excel files for images in a directory making use of a range classifying parameters about faces. True pictures of the participants from their university official registration were used to create an "affective ordering" of people from most to least smiling based on a factor analysis of their OpenFace parameters separately for each gender/cohort cell. The matching was then done in the following way: if the happiest male-stereotyped face received e.g. 15 designations within a cohort, the 15 men at the top of that cohort's affective ordering were contacted and asked to volunteer a food donation. This was done from the bottom of the affect ordering for the least-smiling figures and repeated for both genders in each cohort. Since there were three male-stereotyped figures, the nominations to the one with intermediate smile intensity went to those men closest to the median of the affect ordering.

3. Results

Volunteering

We find that women volunteer more than men, Christians more than atheists (other groups a being too small for inference), and UK natives more than EU nationals (Brexit may have something to do with their generosity towards British people). Differences across cohorts are also of interest, given the evidence on economics students becoming more selfish as they progress (Bauman and Rose, 2011). In our sample, third years volunteer the most (although there may be a selection effect via class attendance).

	Ger	nder		Religion				Na	tional	ity	Ŋ	ear of	Study			
	F	М	No	Chr	Mus	Hi	Jw	Bd	Та	UK	EU	Oth	1	2	3	PG
n	112	162	132	85	27	7	2	7	14	215	21	38	141	98	26	9
%	59.12	40.88	48.18	31.02	9.85	2.55	0.73	2.55	5.11	78.47	7.66	13.87	51.46	35.77	9.49	3.28

Table 1: Descriptive statistics (N=274)

Factor analysis on answers of the survey questions eliciting gender views reveals that all are positively correlated with similar factor loadings, suggesting that they could be added together to get a measure of gender attitudes. This summed measure we denote *sexism*. Conversely, the variable *progressive* is defined as the maximum score minus the respondent's sexism score. Unsurprisingly we find that men have more sexist gender attitudes than women.

Nominating nice people or nominating women?

One question we were interested in was whether students chose to nominate always nice people or whether their expectation was rather driven by assumptions about gender. To test this hypothesis we run a conditional logit model of discrete choice on the attributes of the facial pictures, the results of which are reported in table 2 below.

Designation	Women		Men		
	(Fisher's exa	(Fisher's exact =0.025)		act =0.056)	
	unprimed	primed	unprimed	primed	
Volunteer	41	45	42	49	
Neutral man	2	3	20	2	
Neutral woman	0	0	6	3	
Sad man	5	1	11	10	
Happy woman	5	2	13	6	
Happy man	7	1	3	7	
Total	61	51	85	77	

Table 2:

The results indicate that while neither the emotional affect or the gender of the nominated person per se influence designation, men in the unprimed condition were more likely to choose the smiling female-stereotyped face. Note that given the setup of the experiment the assumption made in this case must be that nice women will be spontaneously more compliant with the request to volunteer, as the designators have no way of knowing who the corresponding real female student will be and thus cannot expect to exert any pressure on her to comply.

We can furthermore elucidate the likelihood of a face being chosen for each group by the two genders of subjects under each condition. This is done by running nested conditional logit regressions, results are estimated in Table 3:

Table 3:

Face	Wo	men	М	en				
attributes	unprimed	primed	unprimed	primed				
female	-1.797***	-2.506***	-0.997**	-1.733***				
	(0.475)	(0.728)	(0.427)	(0.590)				
smiling	0.154	-2.68e-08	-0.244	-0.0883				
	(0.185)	(0.200)	(0.175)	(0.172)				
female X			1.017*	0.781				
smiling			(0.524)	(0.728)				

*** p<0.01, ** p<0.05, * p<0.1

We can see that while men are likely to delegate to smiling women, they are unlikely to delegate to non-smiling women. This effect is much stronger in the unprimed condition. The mood of the delegate is relatively unimportant for both genders.

Effect of the treatment (gender norms priming)

We then turn to the effect of gender priming on the result that the nice woman is designated to volunteer most often. As can be seen in Figure 1 below, those primed with gender norms (the survey first treatment) are less likely to delegate to agreeable women and more likely to volunteer.



To estimate these effects more clearly and break down treatment effects by gender/treatment/survey response we run multinomial logit regressions (see Table 4 below).

Ta	ab	le	4:

Men	Delegation (baseline volunteer)				
	Neutral m.	Neutral w.	Sad m.	Happy w.	Happy m.
primed	1.726	-2.672	0.828	-1.650	-0.371
	(2.385)	(2.916)	(1.980)	(1.834)	(2.731)
progressive	0.0366	0.00846	0.0546	-0.0664	-0.0288
	(0.0578)	(0.0698)	(0.0570)	(0.0502)	(0.0933)
proXprimed	-0.158	0.0682	-0.0396	0.0285	0.0428
	(0.109)	(0.103)	(0.0728)	(0.0766)	(0.107)
Constant	-2.393	-2.163	-2.788*	0.431	-1.921
	(1.581)	(1.851)	(1.584)	(1.221)	(2.356)

Women	Delegation (baseline volunteer)				
	Neutral m.	Sad m.	Happy w.	Happy m.	
primed	-1.608	5.862	-8.425	-19.61	
	(4.249)	(5.617)	(6.384)	(4,795)	
progressive	-0.0917	0.0457	0.0562	-0.128*	
	(0.0962)	(0.0765)	(0.0773)	(0.0699)	
proXprimed	0.0465	-0.264	0.206	0.130	
	(0.139)	(0.212)	(0.166)	(150.4)	
Constant	0.276	-3.672	-4.042	2.163	
	(2.945)	(2.720)	(2.773)	(2.080)	

^{*} p<0.1

The treatment effect differs across genders: though both women and men are likelier to volunteer when primed, the men seem to be nominating fewer women across the spectrum of moods once gender primed, and the effect is stronger for the more sexist men.

Women are reducing their delegation more uniformly once gender-primed. They never nominate the neutral woman, and they pick the happy woman more often the less sexist they are.

Taken together, these last two results provide some indication of both stereotyping by men and self-stereotyping by women: men are happy to pick any woman for the volunteering and indifferent to the mood she displays, whilst women are both more sensitive to the mood displayed *and* prefer to pick women who might be happy to do it the less sexist they are.

Are women more compliant with requests?

To answer this question, we estimate a Heckman selection model, given there were differences in who volunteered in the first place (those who did not volunteer are treated as not selected). We find that, conditional on volunteering, women *are* more likely to actually follow through. We also had 5 people who did not volunteer but donated nonetheless, 4 of whom are men.

Heckman selection model							
actually_donated	Coef	Std. Err.	P> z				
amount							
donated							
Female	.1670017	.089094	0.061				
Unprimed	.2116511	.0976518	0.030				
Constant	.0730987	.0610943	0.232				
Volunteered							
Unprimed	5760423	.1629876	0.000				
Female	.5887897	.1685215	0.000				
Constant	.5276502	.1361377	0.000				

4. Conclusions

Overall our findings suggest that women both volunteer and carry out the actual volunteering more than men, and that they are also more likely to be designated to do so, especially by more sexist men. Whilst neither the emotional affect or the gender of the nominated person per se influence designation, men in the unprimed condition are more likely to choose the happy female face. Gender priming reduces that by both decreasing designations overall and particularly by decreasing designation of women by men. We interpret our findings to support both stereotyping by men and self-stereotyping by women: men are happy to pick any woman for the volunteering, though they display a preference for the happy woman, whilst women are both more sensitive to the mood displayed *and* prefer to pick women who might be happy to do it the less sexist they are.

References

Andreoni, J. and Vesterlund, L., 2001. Which is the fair sex? Gender differences in altruism. *The Quarterly Journal of Economics*, *116*(1), pp.293-312.

Apicella, Coren L., and Anna Dreber. 2015. "Sex Differences in Competitiveness: Hunter-Gatherer Women and Girls Compete Less in Gender-Neutral and Male-Centric Tasks." *Adaptive Human Behavior and Physiology* 1 (3): 247–69.

Bandiera, O., Fischer, G., Prat, A. and Ytsma, E., 2016. Do women respond less to performance pay? Building evidence from multiple experiments. http://www.cepr.org/active/publications/discussion_papers/dp.php?dpno=11724

Babcock, L., Recalde, M.P., Vesterlund, L. and Weingart, L., 2017. Gender differences in accepting and receiving requests for tasks with low promotability. *The American Economic Review*, *107*(3), pp.714-747.

Babcock, L., Recalde, M.P. and Vesterlund, L., 2017. Gender Differences in the Allocation of Low-Promotability Tasks: The Role of Backlash. *American Economic Review*, *107*(5), pp.131-35.

Bauman, Y. and Rose, E., 2011. Selection or indoctrination: Why do economics students donate less than the rest?. *Journal of Economic Behavior & Organization*, *79*(3), pp.318-327.

Bertrand, M., Goldin, C. and Katz, L.F., 2010. Dynamics of the gender gap for young professionals in the financial and corporate sectors. *American Economic Journal: Applied Economics*, *2*(3), pp.228-255.

Bohnet, I., 2016. What works: Gender equality by design. Harvard University Press.

Bordalo, P., Coffman, K., Gennaioli, N. and Shleifer, A., 2016. Stereotypes. *The Quarterly Journal of Economics*, 131(4), pp.1753-1794.

Buser, Thomas, Muriel Niederle, and Hessel Oos- terbeek. 2014. "Gender, Competitiveness, and Career Choices." *Quarterly Journal of Economics* 129 (3): 1409–47.

Buser, Thomas, Noemi Peter, and Stefan Wolter. 2017. "Gender, Competitiveness, and Study Choices in High School: Evidence from Switzerland." *American Economic Review*. https://doi.org/10.1257/aer.p20171017.

Carter, M.J., 2014. Gender socialization and identity theory. *Social Sciences*, *3*(2), pp.242-263.

Coffman, K.B., 2014. Evidence on self-stereotyping and the contribution of ideas. *The Quarterly Journal of Economics*, *129*(4), pp.1625-1660.

Costa Jr, P., Terracciano, A. and McCrae, R.R., 2001. Gender differences in personality traits across cultures: robust and surprising findings. Journal of Personality and Social Psychology 81(2),pp.322-33.

Croson, Rachel, and Uri Gneezy. 2009. Gender Differences in Preferences. *Journal of Economic Literature* 47 (2): 448–74.

Eckel, C. C. and Fullbrunn, S. C., 2015. Thar SHE Blows? Gender, Competition, and Bubbles in Experimental Asset Markets. *American Economic Review*, 105(2):906–20.

Eckel, C.C. and Grossman, P.J., 1998. Are women less selfish than men?: Evidence from dictator experiments. *The economic journal*, *108*(448), pp.726-735.

Eckel, C.C. and Grossman, P.J., 2008. Men, women and risk aversion: Experimental evidence. *Handbook of experimental economics results*, *1*, pp.1061-1073.

Eswaran, M., 2014. Why gender matters in economics. Princeton University Press.

Falk, A., Becker, A., Dohmen, T.J., Enke, B. and Huffman, D., 2015. The nature and predictive power of preferences: Global evidence.

Gneezy, Uri, Muriel Niederle, and Aldo Rustichini. 2003. Performance in Competitive Environments: Gender Differences. *Quarterly Journal of Economics* 118 (3): 1049–74.

Goldin, C., 2014. A grand gender convergence: Its last chapter. *The American Economic Review*, *104*(4), pp.1091-1119.

Howe, Leslie A. 2008. "On Competing Against Oneself, or 'I Need to Get a Different Voice in My Head." *Sport, Ethics and Philosophy* 2 (3): 353–66.

Karwowski, M., Lebuda, I., Wisniewska, E. and Gralewski, J., 2013. Big Five Personality Traits as the Predictors of Creative Self-Efficacy and Creative Personal Identity: Does Gender Matter?. *The Journal of Creative Behavior*, *47*(3), pp.215-232.

Kuhn, P., Villeval, MC. (2015). Are women more attracted to cooperation than men?, The Economic Journal, 125, 115–140. Doi: 10.1111/ecoj.12122.

Nelson, J.A., 2014. The power of stereotyping and confirmation bias to overwhelm accurate assessment: the case of economics, gender, and risk aversion. *Journal of Economic Methodology*, *21*(3), pp.211-231.

Nelson, J.A., 2015. Are Women Really More Risk-Averse than Men? A Re-Analysis of the Literature Using Expanded Methods. *Journal of Economic Surveys*, 29(3), pp.566-585.

Niederle, M. and Vesterlund, L., 2010. Explaining the gender gap in math test scores: The role of competition. *The Journal of Economic Perspectives*, *24*(2), pp.129-144.

Niederle, Muriel, and Lise Vesterlund. 2007. "Do Women Shy Away from Competition? Do Men Compete Too Much?" *Quarterly Journal of Economics* 122 (3): 1067–101.

Niederle, Muriel, and Lise Vesterlund. 2011. "Gender and Competition." *Annual Review of Economics* 3 (1): 601–30.

Reuben, Ernesto, Paola Sapienza, and Luigi Zingales. 2015. "Taste for Competition and the Gender Gap Among Young Business Professionals." National Bureau of Economic Research Working Paper 21695.

Schmitt, D.P., Realo, A., Voracek, M. and Allik, J., 2008. Why can't a man be more like a woman? Sex differences in Big Five personality traits across 55 cultures. *Journal of personality and social psychology*, *94*(1), p.168.

Schneeweis, N. and Zweimüller, M., 2012. Girls, girls, girls: Gender composition and female school choice. *Economics of education review*, *31*(4), pp.482-500.

Zetland, D. and Della Giusta, M., 2011. *Focal points, gender norms and reciprocation in public good games* (No. em-dp2011-01). Henley Business School, Reading University.

Appendices

1. Participant Instructions Faces First

Questionnaire ____

<u>The following is an individual and anonymous Survey on Food Donation.</u> <u>Please read the instructions carefully and answer independently.</u>

The Department of Economics at the University of Reading is going to donate food to ReadiFood (Reading's local food bank) and we are running this anonymous Survey to raise participation for this charity event.

Please could you bring one packaged dry food item (tins, cereals, pasta, rice...) by the 20th of November 2018? (Details to follow).

You have been allocated to a group made of 5 other students from your cohort. We expect that each group will contribute to the food harvest by bringing <u>at least one item</u>. You have two options. Option 1 consists in volunteering yourself to bring an item to the food collection box (<u>situated on the third floor in the Edith Morley building, office 321</u>.) by the 20th of November 2018. <u>Please use the numbered envelope provided</u> to place your food item in the box. Option 2 consists in designating someone else from your group.

Which option do you select?

- Option 1: I volunteer to bring something myself to the food collection box (*please use the envelope provided when placing your item -tins, cereals, pasta, rice- in the collection box*). *If selecting that option, other members of your group will be exempted. Also, there is no issue in having more than one volunteer per group*!

- Option 2: I designate someone from my group. *Please note that if nobody from your group volunteered by selecting option 1, you may also be designated by other students. If you opt for Option 2, please help us in selecting that person by voting for one of the following 5 possibilities.*

Option 1		Option 2							
I.		I designa	te someone from	my group					
volunteer									
	•••		•	2	2				

Select your preferred option (Tick <u>only one box</u>):

The designation process will take place upon completion of this survey². You will be informed about designated students by email in the coming days. *Please keep your numbered envelope in a secured place as you may be designated.*

Please note that your survey response and donation decision will remain entirely anonymous and we thank you for participating in this charity survey.

² The designation process will be as follows: each participant will be matched via their ID number to the avatar which most closely matches the characteristics of their photo on file in RISIS.

<u>The following is an individual and anonymous Survey about Your Opinion.</u> <u>Please read the instructions carefully and answer independently.</u>

There are some questions below and you should take about 5 minutes to complete. There are no right or wrong answers and all responses will remain anonymous. So please answer them as truthfully as possible. The results of the questionnaire are only used by the issuer of the questionnaire. Thank you for your cooperation!

PLEASE answer all the questions, and indicate only one answer per question.

1.	A man is the head of	a family.			
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
2.	Men should assume	more social responsibility.			
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
3.	Women will be rated astronaut.	d as less competent and less ach	ievement-oriented than men in	n male gender-typed jobs su	ich as scientist or
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
4.	It is strange for men	to cry when they get in terrible	trouble.		
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
5.	It is strange for men	to wear makeup in daily life.			
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
6.	It is reasonable for n	nen to show stronger entrepren	eurial intentions than women.		
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
7.	Women are more se	ntimental.			
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
8.	Women are more re	sponsible for assuming overall o	are of children at home.		
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
9.	Women are better g	ualified for jobs such as nurse, s	ecretary, or babysitter.	_	_
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
		П		п	
10.	Girls prefer Barbie d	olls and stuffed animals.	—	—	_
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
11.	Men are easier to vo	ote for as candidates than wome	n.		
	Strongly agree	Δgree	Neutral	Disagree	Strongly disagree
12	Women are not suite	ed for masculine sports which a	e powerful and aggressive.		
12.	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
14.	Your age	18-20 🔲 over 20			
13.	Gender 🗌 Male	🗌 Female 🗌 Other			
15.	Nationality]υκ 🗖 Ευ	Others	(Please write down y	our nationality on the
line	e.)			. ,	
16.	Religion (Please write	e "none" if you don't have religio	n):		
	Christianity	Islam 🔲 Hinduisn	n 🔄 Judaism 🗌 Buddh	ism 🔲 Taoism	
	Others	_(Please write down your relig	on on the line) 🛛 🗌 None		

End of Questionnaire - Thank you for your participation!

2. Participant Instructions Survey First

Questionnaire _____

<u>The following is an individual and anonymous Survey about Your Opinion.</u> <u>Please read the instructions carefully and answer independently.</u>

There are some questions below and you should take about 5 minutes to complete. There are no right or wrong answers and all responses will remain anonymous. So please answer them as truthfully as possible.

The results of the questionnaire are only used by the issuer of the questionnaire. Thank you for your cooperation! PLEASE answer all the questions, and indicate only one answer per question.

13.	area man is the head of	a family.			
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
14.	Men should assume mo	re social responsibility			
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
15.	Women will be rated as astronaut.	less competent and less ach	ievement oriented than men i	in male gender-typed jobs s	uch as scientist or
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
16.	It is strange for men to o	ry when they get in terrible	trouble.		
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
17.	It is strange for men to v	vear makeup in daily life.			
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
18.	It is reasonable for men	to show stronger entrepren	eurial intentions than women.		
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
19.	Women are more sentin	nental.			
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
20.	Women are more respo	nsible for assuming overall c	are of children at home.		
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
21.	Women are better quali	fied for jobs such as nurse, s	ecretary, or babysitter.		
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
22.	Girls prefer Barbie dolls	and stuffed animals.			
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
23.	Men are easier to vote f	or as candidates than wome	n.		
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
24.	Women are not suited for	or masculine sports which ar	e powerful and aggressive.		
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree

<u>The following is an individual and anonymous Survey on Food Donation.</u> <u>Please read the instructions carefully and answer independently.</u>

The Department of Economics at the University of Reading is going to donate food to ReadiFood (Reading's local food bank) and we are running this anonymous Survey to raise participation for this charity event. **Please could you bring one packaged dry food item (tins, cereals, pasta, rice...) by the 20th of November 2018?**

You have been allocated to a group made of 5 other students from your cohort. We expect that each group will contribute to the food harvest by bringing <u>at least one item</u>. You have two options. Option 1 consists in volunteering yourself to bring an item to the food collection box (<u>situated on the third floor in the Edith Morley building, office 321</u>.) by the 20th of November 2018. <u>Please use the numbered envelope provided</u> to place your food item in the box. Option 2 consists in designating someone else from your group.

Which option do you select?

(Details to follow).

- Option 1: I volunteer to bring something myself to the food collection box (*please use the envelope provided when placing your item -tins, cereals, pasta, rice- in the collection box).* If selecting that option, other members of your group will be exempted. Also, there is no issue in having more than one volunteer per group!

- Option 2: I designate someone from my group. *Please note that if nobody from your group volunteered by selecting option 1, you may also be designated by other students. If you opt for Option 2, please help us in selecting that person by voting for one of the following 5 possibilities.*

Select your preferred option (Tick only one box):

Option 1	Option 2 I designate someone from my group								
volunteer									
				00					

The designation process will take place upon completion of this survey³. You will be informed about designated students by email in the coming days. *Please keep your numbered envelope in a secured place as you may be designated*. Please note that your survey response and donation decision will remain entirely anonymous and we thank you for participating in this charity survey.

13. Your age	18-20	🗌 over 20								
14. Gender	🗌 Male	Female	Other							
15. Nationality nationality on the	UK e line.)	EU	Others	(Please	write down your					
16. Religion (Please write "none" if you don't have religion):										
Christianity	🗌 Islam	🗌 Hinduism	🗌 Judaism	🗌 Buddhism	Taoism					
Others	(Please	write down your r	eligion on the line) 🗌 Non	е					

End of Questionnaire - Thank you for your participation!

³ The designation process will be as follows: each participant will be matched via their ID number to the avatar which most closely matches the characteristics of their photo on file in RISIS.

3. Follow up email

Dear Students,

Thank you again for taking part in the charity survey on Thursday.

Remember that the department of Economics is raising donations for a food collection going to ReadiFood (Reading's local food bank). Our target is to have **1 person in each group of 6 contributing on average**.

You have been nominated by one of your group members to bring one packaged dry food item (tins, cereals, pasta, rice....) by the 20th of November 2018 to the food collection box situated on the third floor in the Edith Morley building, nearby office 321, using the envelope you have been provided. Since members in your group are counting on you, please collaborate and help us to reach our target!

We count on you to make this food collection a success!