

**Social-Status Ranking:
A Hidden Channel to Gender Inequality under Competition**

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Supplementary Material

- I. Written Instructions and Computer Screen Captures for Experiment
- II. Raw Data

I. Written Instructions and Computer Screen Captures for Experiment

A. Conformity

A-Players

Part 1

Welcome to this experiment.

You will receive 5 euro for your participation in the experiment. Depending on your decisions and the decisions of other participants in today's experiment, you can earn money. You will be paid privately at the end of the experiment. In the experiment you will remain anonymous. Your decisions will only be linked to your station id and not to your name in any way. The experiment will take approximately 1 hour.

The participants in this experiment have been randomly divided into three groups. Six of you are of type A, six are of type B and six are of type C. The participants of type A and of type B are in this room, while the six participants of type C are each in one of six other rooms.

You are of type A.

The experiment is divided into three stages. You will receive instructions for each stage when it starts. We guarantee that everything we tell you in these instructions will proceed precisely as described. If you have any doubts about whether we are acting in the way described in the instructions, we will be happy to show you at the end of the experiment that this is the case.

We now start with stage 1.

In stage 1 the participants of type A and of type B will all independently perform a task during 15 minutes.

This is an important task that is often used to measure people's talents. Many scientific studies have found that people who do well in a task like this are more successful in professional life than people who do less well. You will not be told, however, what is typically a good or a bad score for this task.

The task is as follows. You will see two matrices on the computer screen. Each matrix has 10 rows and 10 columns and is filled with randomly generated numbers. Your job is to find the largest number in each of the matrices and then to add them up. You are not allowed to use calculators, but you can use the paper and pencil that you have found on your desk.

After entering a sum the computer will tell you whether it is correct or incorrect (please note that the time will continue to run while you see this result). Subsequently, irrespective of whether your answer is correct or incorrect, a new pair of matrices will appear. This means that for each pair, you have only one

attempt to provide the correct answer. However, there will always be new matrices as long as you are within the 15 minutes limit.

For each correct sum you will receive 1 euro and for each incorrect sum you will receive 0 euros. The total number of euros you have gained will be visible on the screen at the end of this stage.

Remember that studies have found that people who do well in a task like this are more successful in professional life. You will not know how people typically perform in this task. Nor will you know how other participants scored in the task today.

After this stage, you will be asked to inform one of the participants of type C about your score.

You will have to go to a separate room where one of these participants will be waiting. This participant does not know what task you did and what the score means. He or she has only been told that a higher score is thought to lead to a more successful professional life. Importantly, this participant will only know your score. He or she will not be informed about any other participant's score.

We would like you to see the type C participant that you will present your score to. For this reason, each of you will now first leave the room and read aloud a text that will be given to you. Note that each of you will be going to a different type C participant.

Part 2

This brings us to the end of the first stage of the experiment.

Now you will be asked to inform a participant of type C about your score. This is the same participant C that you visited before. Recall that every type A player is visiting a different participant.

For this purpose, each participant of type A will receive from the experimenters a closed envelop with his/her score. Then each participant of type A will be accompanied by the experimenters to one of the six rooms in which a participant of type C is waiting. Each A participant will go to a different room. There, each A participant will open the envelop and read aloud the text to the C participant. Then all A participants will return to their desks. Participants of type B will remain seated during this process and are not informed about what the B participants will do.

Remember that the C participant does not know what task you did and what the score means. He or she has only been told that a higher score is thought to lead to a more successful professional life. Importantly, this participant will only know your score. He or she will not be informed about any other participant's score, nor does he or she know what a typical score on this task would be.

Part 3

We will now continue with stage 3 of the experiment.

In this stage, each A will be paired with one of the B players and each B player will be paired with one of the A players in the same room. Each A player will have to decide how to divide 10 euro between him/herself and the B player he/she is paired with. Similarly, each B player will have to decide how to divide 10 euro between him/herself and the A player he/she is paired with. The B player with whom a particular A player decides to divide the 10 euro is not the same person as the B player who decides how to divide 10 euro with the particular A player.

Once all A players and all B players will have made their decisions the computer will randomly determine whether the decisions of the A player or those of the B players will be used for payment.

B-Players

Part 1

Welcome to this experiment.

You will receive 5 euro for your participation in the experiment. Depending on your decisions and the decisions of other participants in today's experiment, you can earn money. You will be paid privately at the end of the experiment. In the experiment you will remain anonymous. Your decisions will only be linked to your station id and not to your name in any way. The experiment will take approximately 1 hour.

The participants in this experiment have been randomly divided into three groups. Six of you are of type A, six are of type B and six are of type C. The participants of type A and of type B are in this room, while the six participants of type C are each in one of six other rooms.

You are of type B.

The experiment is divided into three stages. You will receive instructions for each stage when it starts. We guarantee that everything we tell you in these instructions will proceed precisely as described. If you have any doubts about whether we are acting in the way described in the instructions, we will be happy to show you at the end of the experiment that this is the case.

We now start with stage 1.

In stage 1 the participants of type A and of type B will all independently perform a task during 15 minutes.

The task is as follows. You will see two matrices on the computer screen. Each matrix has 10 rows and 10 columns and is filled with randomly generated numbers. Your job is to find the largest number in each of the matrices and then

to add them up. You are not allowed to use calculators, but you can use the paper and pencil that you have found on your desk.

After entering a sum the computer will tell you whether it is correct or incorrect (please note that the time will continue to run while you see this result). Subsequently, irrespective of whether your answer is correct or incorrect, a new pair of matrices will appear. This means that for each pair, you have only one attempt to provide the correct answer. However, there will always be new matrices as long as you are within the 15 minutes limit.

For each correct sum you will receive 1 euro and for each incorrect sum you will receive 0 euros. The total number of euros you have gained will be visible on the screen at the end of this stage.

The type A players will now leave the room, each for a few minutes. Please remain seated quietly until this has been completed.

Part 2

This brings us to the end of the first stage of the experiment.

In this stage all B participants are required to remain quietly seated at their desks and wait till the beginning of stage 3.

Part 3

We will now continue with stage 3 of the experiment.

In this stage, each A will be paired with one of the B players and each B player will be paired with one of the A players in the same room. Each A player will have to decide how to divide 10 euro between him/herself and the B player he/she is paired with. Similarly, each B player will have to decide how to divide 10 euro between him/herself and the A player he/she is paired with. The B player with whom a particular A player decides to divide the 10 euro is not the same person as the B player who decides how to divide 10 euro with the particular A player.

Once all A players and all B players will have made their decisions the computer will randomly determine whether the decisions of the A player or those of the B players will be used for payment.

C-players

Welcome to this experiment.

Your role in today's experiment is a passive one. You will not be asked to make any decisions.

Your only task is to hear the results of a task performed by one of the other participants. You will not be informed about the content of this task. All you need to know is that it is an important task that is often used to measure people's talents. Many scientific studies have found that people who have a high score in a

task like this are more successful in professional life than people who have a low score. You will not be told, however, what is typically a good or a bad score for this task.

Each of you will be seated in a separate room. One of us will take you there, shortly. While you are waiting for this, feel free to read anything you like, or to browse your phone. After you have been taken to a separate room, and before the other participants have started their task one of them will be taken to you. He or she will read a text to you and return to the laboratory. After all the other participants have completed their tasks, the same participant will again be taken to you. He or she will read to you his or her score.

You may not speak or interact with the other participant in any way. After he or she has left, you will be taken back to this room.

For your role in today's experiment, you will receive 15 euros on top of the 5 euros show-up fee. You will be paid and dismissed after the participants have told each of you their scores.

Finally, please treat the room you will be in with respect. You are a guest here, so please do not touch anything that is not yours.

Texts read to C-players by A-players

Before the summation task:

Your station id is
You must go to room #

Please read the following text to the participant waiting for you in that room:

"I will go back and do a task. After I have done so, I will come back and tell you my score."

After the summation task:

Your station id is
You must go to room #

Please read the following text to the participant waiting for you in that room:

"My score on the task I did was"

B. Status Ranking

A-Players

Part 1

Welcome to this experiment.

You will receive 5 euro for your participation in the experiment. Depending on your decisions and the decisions of other participants in today's experiment, you can earn money. You will be paid privately at the end of the experiment. In the experiment you will remain anonymous. Your decisions will only be linked to your station id and not to your name in any way. The experiment will take approximately 1 hour.

The participants in this experiment have been randomly divided into three groups. Six of you are of type A, six are of type B and one is of type C. The participants of type A and of type B are in this room, while the participant of type C is in another room.

You are of type A.

The experiment is divided into three stages. You will receive instructions for each stage when it starts. We guarantee that everything we tell you in these instructions will proceed precisely as described. If you have any doubts about whether we are acting in the way described in the instructions, we will be happy to show you at the end of the experiment that this is the case.

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In stage 1 the participants of type A and of type B will all independently perform a task during 15 minutes.

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After entering a sum the computer will tell you whether it is correct or incorrect (please note that the time will continue to run while you see this result). Subsequently, irrespective of whether your answer is correct or incorrect, a new pair of matrices will appear. This means that for each pair, you have only one attempt to provide the correct answer. However, there will always be new matrices as long as you are within the 15 minutes limit.

For each correct sum you will receive 1 euro and for each incorrect sum you will receive 0 euros. The total number of euros you have gained will be visible on the screen at the end of this stage.

Remember that studies have found that people who do well in a task like this are more successful in professional life. You will not know how people typically perform in this task. However, you will be told, how your performance relates to the other 5 participants of type A in this experiment, today.

After this stage, you will be asked to inform the participant of type C about your score and how this ranks amongst the A participants.

You will have to go one at a time to a separate room where this C participant will be waiting. This participant does not know what task you did and what the score means. He or she has only been told that a higher score is thought to lead to a more successful professional life. Importantly, this participant will hear your score and how it ranks to the other A participants.

We would like you to see the type C participant that you will present your score to. For this reason, each of you will now first leave the room and read aloud a text that will be given to you. Note that each of you will be going to the same type C participant.

Part 2

This brings us to the end of the first stage of the experiment.

Now you will be asked to inform the participant of type C about your score. This is the same participant C that you visited before. Recall that every type A player is visiting the same participant.

For this purpose, each participant of type will receive from the experimenters a closed envelop with his/her score. Then each participant of type A will be accompanied by the experimenters to the room where the C participant is waiting. There, each A player will open the envelop and read aloud the text to the C participant. Then all A players will return to their desks. Participants of type B will remain seated during this process and are not informed about what the B participants will do.

Remember that the C participant does not know what task you did and what the score means. He or she has only been told that a higher score is thought to lead to a more successful professional life. Importantly, this participant will know your score and how it ranks to the other A participants.

Part 3

We will now continue with stage 3 of the experiment.

In this stage, each A will be paired with one of the B players and each B player will be paired with one of the A players in the same room. Each A player will

have to decide how to divide 10 euro between him/herself and the B player he/she is paired with. Similarly, each B player will have to decide how to divide 10 euro between him/herself and the A player he/she is paired with. The B player with whom a particular A player decides to divide the 10 euro is not the same person as the B player who decides how to divide 10 euro with the particular A player.

Once all A players and all B players will have made their decisions the computer will randomly determine whether the decisions of the A player or those of the B players will be used for payment.

B-Players

Part 1

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The participants in this experiment have been randomly divided into three groups. Six of you are of type A, six are of type B and one is of type C. The participants of type A and of type B are in this room, while the participant of type C is in another room.

You are of type B.

The experiment is divided into three stages. You will receive instructions for each stage when it starts. We guarantee that everything we tell you in these instructions will proceed precisely as described. If you have any doubts about whether we are acting in the way described in the instructions, we will be happy to show you at the end of the experiment that this is the case.

We start with stage 1.

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pair of matrices will appear. This means that for each pair, you have only one attempt to provide the correct answer. However, there will always be new matrices as long as you are within the 15 minutes limit.

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The type A players will now leave the room, each for a few minutes. Please remain seated quietly until this has been completed.

Part 2

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In this stage all B players are required to remain quietly seated at their desks and wait till the beginning of stage 3.

Part 3

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Once all A players and all B players will have made their decisions the computer will randomly determine whether the decisions of the A player or those of the B players will be used for payment.

C-Players

Welcome to this experiment.

Your role in today's experiment is a passive one. You will not be asked to make any decisions.

Your only task is to hear the results of a task performed by six of the other participants. You will not be informed about the content of this task. All you need to know is that it is an important task that is often used to measure people's talents. Many scientific studies have found that people who have a high score in a task like this are more successful in professional life than people who have a low score. You will not be told, however, what is typically a good or a bad score for this task.

You will be seated in this room. While you are waiting for the other participants, feel free to read anything you like, or to browse your phone. Before the other participants have started their task six of them will be taken to you, one at a time. Each will read a text to you and then return to the laboratory. After all the other participants have completed their tasks, the same six will come here again, one at a time. They will read to you their score and how this ranks amongst the six participants.

You may not speak or interact with the other participants in any way.

For your role in today's experiment, you will receive 15 euros on top of the 5 euros show-up fee. You will be paid and dismissed after the six participants have told you their scores.

Finally, please treat this room with respect. You are a guest here, so please do not touch anything that is not yours.

Texts Read to C players

Before the summation task:

Your station id is
You must go to room #

Please read the following text to the participant waiting for you in that room:

"I will go back and do a task. After I have done so, I will come back and tell you my score. I will also tell you how my score ranked amongst the six participants."

After the summation task:

Your station id is
You must go to room #

Please read the following text to the participant waiting for you in that room:

"My score on the task I did was With this score, I was ranked amongst the six participants."

C. Raw Data

Type	#attempts	#correct	rank	Dictbid	Gender	Econ	Age
1: B 2: CF-NR 3: SR 4: CD-PR			0: rank 4,5,6 1: rank 1,2,3	Offer to recipient, dictator game	0: men 1: women	0: other 1: major economics/business 99: missing/graduated	
3	7	7	0	4	1	0	19
1	17	15	1	3	1	0	19
3	12	10	0	5	1	0	20
1	19	12	1	3	1	0	20
3	19	11	0	0	1	0	24
1	18	11	0	4	1	1	18
3	17	17	1	5	0	0	25
1	17	14	1	0	0	0	18
3	20	13	1	0	0	0	20
1	15	9	0	6	0	0	21
3	130	19	1	3	1	1	21
1	14	10	0	4	1	0	21
3	14	9	0	5	1	0	22
1	10	7	0	5	1	0	20
3	11	9	0	5	1	0	22
1	16	13	1	3	0	1	19
3	10	4	0	0	1	0	25
1	14	8	0	5	1	1	18
3	26	17	1	3	0	0	33
1	17	12	0	1	1	1	19
3	17	10	1	4	1	0	19
1	18	18	1	4	1	1	20
3	18	17	1	4	1	1	20
1	25	21	1	5	1	0	22
2	20	13	0	1	0	1	20
1	16	11	1	2	0	0	20
2	25	19	1	0	0	1	24
1	13	11	1	5	1	0	21
2	18	15	1	3	0	1	27
1	16	13	1	4	0	0	20
2	14	5	0	4	1	0	21
1	20	17	1	2	1	0	19
2	15	8	0	5	1	0	19
1	18	8	0	5	1	1	32
2	23	18	1	0	0	0	36
1	9	7	0	5	1	0	25
3	1,602	91	1	4	0	0	20
1	19	13	1	3	0	99	31
3	14	8	0	5	1	0	19
1	16	15	1	3	1	0	18
3	32	12	1	0	0	0	30
1	12	11	1	4	1	0	20
3	16	11	0	5	1	0	24
1	15	9	0	0	1	99	64
3	18	12	0	0	1	1	21
1	15	10	0	6	1	0	20
3	20	13	1	3	0	1	20
1	9	9	0	4	0	0	19
2	19	14	1	5	1	0	21
1	18	12	0	5	0	0	21
2	11	8	0	3	1	1	20
1	20	13	0	6	1	0	23
2	22	12	0	1	0	0	20
1	13	11	0	6	0	0	21
2	16	14	1	1	1	0	20
1	17	17	1	3	1	0	19
2	31	15	1	5	1	1	22
1	18	15	1	0	1	0	20
2	9	2	0	3	1	0	19
1	18	14	1	5	1	1	20
2	12	3	0	4	0	0	22
1	20	17	1	0	0	1	20
2	11	10	0	2	1	1	21
1	18	14	1	1	1	0	19
2	15	12	1	0	0	0	21
1	19	12	0	2	1	1	18
2	22	17	1	0	1	0	19
1	23	13	1	5	1	0	26
2	14	12	1	10	0	0	22
1	25	13	1	3	1	0	25
2	13	9	0	9	1	0	19
1	16	7	0	3	0	0	20

4	15	11	1	2	1	1	21
1	16	11	1	1	1	0	30
4	30	6	0	5	1	0	20
1	19	10	0	0	0	1	18
4	15	5	0	5	0	99	48
1	15	13	1	4	0	0	22
4	15	10	1	5	1	0	30
1	12	11	1	5	1	99	26
4	15	11	1	0	0	1	22
1	18	9	0	5	1	0	20
4	10	9	0	5	0	0	20
1	17	15	1	5	0	0	20
4	12	10	0	5	0	0	20
1	13	10	1	2	0	0	25
4	24	17	1	5	0	99	25
1	12	7	0	2	0	99	30
4	20	16	1	5	1	99	23
1	13	9	1	3	1	0	20
4	11	7	0	6	0	1	18
1	12	4	0	5	1	0	20
4	21	14	1	4	0	0	20
1	10	5	0	5	1	0	23
4	18	14	0	3	1	0	21
1	14	11	1	10	1	1	19
4	21	7	0	4	1	0	20
1	23	14	1	3	0	1	19
4	16	12	1	5	1	0	20
1	16	7	0	5	0	1	20
4	11	9	0	5	1	1	20
1	13	6	0	4	0	1	18
4	20	12	1	5	1	99	22
1	14	6	0	5	1	0	25
4	20	9	0	2	0	1	20
1	28	19	1	4	1	0	26
4	22	19	1	5	1	0	28
1	23	19	1	0	0	1	20
3	18	14	1	0	0	1	22
1	14	12	1	0	1	1	21
3	15	9	0	3	1	0	19
1	15	10	0	0	1	1	20
3	31	21	1	0	0	1	21
1	16	11	1	2	1	0	20
3	13	10	0	4	1	1	18
1	12	7	0	5	1	0	20
3	15	11	0	0	0	0	19
1	17	11	1	3	1	1	22
3	17	15	1	4	0	1	19
1	11	7	0	1	1	1	18
3	18	14	1	4	0	1	21
1	16	11	1	1	1	1	20
3	18	14	1	0	0	1	20
1	15	8	0	0	1	1	20
3	22	14	1	0	0	1	19
1	11	10	0	0	1	0	25
3	16	9	0	7	1	0	26
1	16	9	0	0	1	1	19
3	11	8	0	5	1	0	19
1	17	13	1	1	1	0	19
3	15	8	0	0	0	1	21
1	26	16	1	3	1	1	19
3	17	14	1	3	1	0	37
1	19	10	0	4	1	1	19
3	22	15	1	0	0	1	20
1	22	17	1	5	1	99	37
3	16	12	0	0	0	1	18
1	25	14	1	4	1	0	19
3	25	8	0	0	0	1	21
1	16	9	0	5	1	0	22
3	15	11	0	3	0	0	18
1	18	3	0	5	1	0	19
3	26	19	1	0	0	1	20
1	16	14	1	3	1	1	24