

**Table 3. Summary Statistics of Characteristics of Subjects**

	High caste			Low caste		
	Control	Identity treatments	<i>p</i> -value	Control	Identity treatments	<i>p</i> -value
<i>Mother's education</i>						
None	0.31	0.25	0.10	0.75	0.68	0.06*
Less than 6 years	0.26	0.29	0.49	0.17	0.17	0.93
6 or more years	0.42	0.46	0.40	0.08	0.15	0.01**
<i>Father's education</i>						
None	0.07	0.05	0.58	0.26	0.31	0.25
Less than 6 years	0.07	0.13	0.14	0.22	0.19	0.41
6 or more years	0.86	0.81	0.17	0.52	0.5	0.70
Both parents illiterate	0.07	0.04	0.15	0.26	0.29	0.43
Mother works outside the home	0.04	0.07	0.29	0.07	0.05	0.31
Father is not a wage laborer	0.93	0.91	0.60	0.84	0.81	0.35
Previous exposure to mazes	0.075	0.15	0.01**	0.04	0.16	0.00

*Notes.* All variables are binary. For example, “both parents illiterate” is a binary variable equal to one if both parents have no formal education, and “previous exposure to mazes before” is a binary variable equal to one if the subject had seen mazes before the experiment. The table reports the fraction of high caste and low caste subjects with the given characteristic who were in the control treatment and who were in one of the two identity treatments.

**Table 4: Treatment Effects on Pooled Sample**

	Dependent variable: Output per round			Output change
	(1)	(2)	(3)	between rounds
	Treatment and caste controls only	Add subjects' characteristics	Add parents' characteristics	(4)
H	0.29 (0.35)	0.17 (0.36)	0.35 (0.39)	0.17 (0.36)
Round 2	2.14*** (0.15)	2.17*** (0.16)	2.27*** (0.17)	
Caste Revealed	-0.70** (0.34)	-0.58 (0.37)	-0.51 (0.38)	-0.72** (0.33)
Caste Revealed * H	0.75 (0.48)	0.73 (0.50)	0.65 (0.53)	0.50 (0.49)
Caste Segregated	-0.97*** (0.37)	-0.93** (0.40)	-0.74 (0.46)	-1.22*** (0.35)
Caste Segregated * H	0.02 (0.54)	-0.01 (0.58)	-0.16 (0.66)	0.03 (0.53)
Tournament	1.40** (0.65)	1.45** (0.66)	1.44** (0.66)	0.85* (0.45)
Tournament * H	-0.26 (0.89)	-0.12 (0.90)	-0.14 (0.96)	-0.35 (0.63)
Tournament * Caste Revealed	-1.35* (0.76)	-1.59** (0.78)	-2.02*** (0.78)	-0.83 (0.52)
Tournament * Caste Revealed * H	-0.07 (1.08)	0.017 (1.11)	0.67 (1.20)	-0.11 (0.76)
Tournament * Caste Segregated	-2.77*** (0.76)	-3.05*** (0.77)	-3.02*** (0.82)	-1.11** (0.53)
Tournament * Caste Segregated *H	1.73 (1.14)	1.73 (1.21)	1.91 (1.33)	1.89** (0.81)
Grade in school		0.43** (0.21)	0.51** (0.23)	0.29 (0.20)
Previous exposure to mazes		0.37 (0.30)	0.51 (0.33)	-0.033 (0.31)
Number of other subjects known		0.06 (0.09)	0.10 (0.09)	0.00 (0.09)
Mother's education positive but < 6			0.29 (0.30)	
Mother's education at least 6			0.44 (0.33)	
Father's education positive but < 6			-0.64* (0.39)	
Father's education at least 6			-0.91*** (0.34)	
Mother employed outside home			0.05 (0.53)	
Father not a wage laborer			0.55 (0.35)	
Constant	3.26*** (0.24)	2.97*** (0.29)	2.76*** (0.50)	2.39*** (-0.28)
<i>N</i>	1164	1076	928	1076
<i>R</i> <sup>2</sup>	0.19	0.20	0.22	0.06

*Notes to Table 4.* OLS regressions, robust standard errors in parentheses, observations clustered at the level of the individual. The baseline case is an L subject in Piece Rate-Control, round 1, who is in 6<sup>th</sup> grade. Grade in school is a binary variable that is zero for grade 6 and one for grade 7. Statistically significantly different from zero at 90% (\*), 95% (\*\*), 99% (\*\*\*) confidence.

**Table 5. Treatment Effects and Caste Gaps, All Data Pooled**

	Dependent variable:					
	Output per round			Output change between rounds		
	H	L	Caste gap significant	H	L	Caste gap significant
<i>Under Piece Rate, the effect of:</i>						
Caste Revealed	0.16 (0.36)	-0.58 (0.37)	**	-0.22 (0.38)	-0.72** (0.33)	
Caste Segregated	-0.93** (0.42)	-0.93** (0.40)		-1.20*** (0.41)	-1.22*** (0.35)	
<i>Under Tournament, the effect of:</i>						
Caste Revealed	-1.42* (0.79)	-2.17*** (0.77)		-1.16** (0.57)	-1.55*** (0.56)	
Caste Segregated	-2.25** (0.92)	-3.97*** (0.75)	*	-0.42 (0.61)	-2.33*** (0.58)	***
<i>Effect of Tournament compared to Piece Rate under:</i>						
Control	1.33** (0.66)	1.45** (0.66)		0.51 (0.44)	0.85* (0.45)	
Caste Revealed	-0.25 (0.50)	-0.14 (0.49)		-0.43 (0.33)	0.02 (0.27)	
Caste Segregated	-0.01 (0.70)	-1.60*** (0.46)	*	1.29*** (0.43)	-0.25 (0.28)	***

*Notes.* Each estimated treatment effect in the table can be obtained from the regression estimates in Table 4, col. (2). However, an easier way to obtain each entry in this table, which we used here, is to estimate a set of eight regressions that differ only in the definition of the omitted category (by caste, incentive, and identity condition).

Cluster-robust standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1

**Table 6. Treatment Effects and Caste Gaps on Subsample with Strictly Positive Output**

Dependent variable:			
Output per round (excluding subjects for whom total output = 0)			
	H	L	Caste gap significant
<i>Under Piece Rate, the effect of:</i>			
Caste Revealed	-0.19 (0.34)	-0.07 (0.35)	
Caste Segregated	-1.23*** (0.41)	-.70* (0.40)	
<i>Under Tournament, the effect of:</i>			
Caste Revealed	-1.82** (0.75)	-1.54** (0.77)	
Caste Segregated	-2.13** (0.86)	-3.52*** (0.75)	**
<i>Effect of Tournament compared to Piece Rate under:</i>			
Control	1.25** (0.61)	1.28** (0.66)	
Caste Revealed	-0.39 (0.50)	-0.19 (0.49)	
Caste Segregated	0.34 (0.66)	-1.53*** (0.47)	**

*Notes.* Each estimated treatment effect in the table can be obtained from the regression estimates in Table 4, col. (4). However, an easier way to obtain each entry in this table, which we used here, is to estimate a set of eight regressions that differ only in the definition of the omitted category (by caste, incentive, and identity condition).

Cluster-robust standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1

**Appendix Table A-1: Test of the Effect of Year and Month on Output in the Benchmark Treatment**

Variables	Round Score
High	0.31 (0.41)
Dummy_March03	-0.17 (0.57)
Dummy_March05	0.16 (0.46)
Constant	4.28*** (0.42)
<i>N</i>	312
<i>R</i> <sup>2</sup>	0.004

*Notes.* This table reports data for the 156 subjects under the control condition with Piece Rate in both rounds. Dummy\_March03 indicates that a session was held in March 2003, and dummy\_March05 indicates that a session was held in March 2005. The omitted category are sessions held in January 2003. 60 subjects participated in January 2003, 36 subjects in March 2003, and 60 subjects in March 2005. Standard errors are clustered at the level of the individual are in parentheses. \*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.1$