



Human Participant Ethics Protocol Submission
CONFIDENTIAL

0 - Identification

RIS Human Protocol Number
42878

Protocol Title
Gender, stereotypes and work environments

Protocol Type
Investigator Submission

Applicant Information

Applicant Name
Prof Clementine Van Effenterre

Rank / Position: Asst Professor; Department / Faculty: Dept of Economics - Faculty of Arts & Science

Business Telephone: 416-946-3859; Extension:

Email Address
c.vaneffenterre@utoronto.ca

Amendments Details

Please describe the proposed study amendments or modifications. (Amend the body of the protocol as required) :

We plan to conduct a survey experiment to currently enrolled students and past students from UofT in the economics department and the Rotman School of Management. The recruitment of alumni will take place mostly by email (UofT emails). Participants will be presented with job scenarios with varying job characteristics and will be asked for each scenario to indicate their preferred choice. They will also answer a short questionnaire. The survey should not take more than 15-20 minutes. Participants will receive a total of \$4 in payment for completing the first three pages of the survey and a total of \$10 in payment for completing the full survey. In addition to the \$10 completion award, they will be able to enter a lottery and will have a 1:100 chance to earn a \$500 gift card.

Will the proposed amendment change the overall purpose of the study? if Yes, a new protocol maybe requested by the REB. [] Yes [x] No

Will the proposed amendment affect the vulnerability of the participant group or the research risk? [] Yes [x] No

What follow-up action do you recommend for study participants who are already enrolled in the study. Select all that apply.

Inform study Participants: []

Revise consent / assent forms (attach forms in section 9): []

Other- Please Describe: []

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No action required:



Collaborators/Co-Investigators

Name	Department	Email	Phone	Designation	Alt Contact
Manuela Collis	Rotman School of Management	manuela.collis@mail.utoronto.ca	+1 (416) 978-5703	Co-Investigator & Alt	X
SEROR	Aix-Marseille University	avner.SEROR@univ-amu.fr	04 13 55 25 60 ext: +33	Collaborator	

Projected Project Dates

Estimated Start Date
1-Apr-22

Estimated End Date
30-Apr-23

2 - Location

Location of the Research: University of Toronto Other Locations

Other Location Details

Type	Name	Location	Country	Contact	Email	Description
Non-Institutional Field Location			Canada			online
Non-Institutional Field Location			United States			Online

Administrative Approval/Consent

Administrative Approval/Consent Needed: Yes No

Uploaded Administrative Consent Letters

Document Title	Document Date
Not Applicable	

Means of Approval to Follow

Community Based Participatory Research Project? Yes No

Other Ethic Boards Approval(s)

Another Institution or Site involved? Yes No

3 - Agreements and Reviews

Funding

Project Funded? Yes No

External Funds Administered by U of T

App No.	Fund No.	Sponsor/Program	Status	Fund End Date	Peer Reviewed
221434	514568	Social Sciences & Humanities	Awarded	2025-05-31	

Internal U of T Funding

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Source	Status	Peer Reviewed
Faculty of Arts & Science Tri-Council Bridge Funding for the 2020 SSHRC Insight Development Grant proposal	Awarded	

Agreements

Funding/non-funding Agreement in Place? Yes No

Any Team Member Declared Conflict of Interest? Yes No

Reviews

This research has gone under scholarly review by thesis committee, departmental review committee, peer review committee, or some other equivalent

This research will go under scholarly review prior to funding

This review will not go under a scholarly review

4 - Potential Conflicts

Conflict of Interest

Will researchers, research team members, or immediate family members receive any personal benefit? Yes No

Restrictions on Information

Are there any restrictions regarding access to, or disclosure of information (during or after closure)? Yes No

Researcher Relationships

Are there any pre-existing relationships between the researchers and the researched? Yes No

Collaborative Decision Making

Is this a community based project - i.e.: a collaboration between the university and a community group? Yes No

5 - Project Details

Summary

Rationale

Describe the purpose and scholarly rationale for the project

Gender segregation across fields and occupation remains one of the key contributors of the persistence of the gender gap in pay (Blau & Kahn 2017). A large body of research has investigated how differences in preferences and beliefs contribute to this gap (see Niederle 2016 and Shurchkov and Eckel 2018 for surveys). In the field, previous studies have found that social identity consideration affect women's decision to enter male-dominated fields (Delfino 2021; Del Carpio & Guadalupe 2018). Using laboratory experiments, studies have shown that women are more risk averse (Dohmen et al. 2011), less effective negotiators, (Exley et al. 2016), less self-confident (Niederle & Vesterlund 2007), and more likely to undervalue their contribution to successful group work (Isaksson 2019). Women are also less willing to contribute ideas in stereotypically male-typed domains (Coffman 2014), and Bordalo et al. (2019) and Chen and Houser (2019) find that these effects are stronger in mixed-gender groups where gender is known. Finally, previous work has also shown that changes in the interaction space might trigger reactions that eventually harm women. For instance, Isaksson & Eikensten (2018) found that men tend to retaliate more than women in games.

We want to explore barriers that limit the participation of women to male-dominated fields. Using an online experiment, our empirical approach aims at answering the following questions: are discrimination and retaliation more likely to emerge in an environment where women are a minority, or when they perform a task perceived as deviating from traditional gender roles? Do punishment behaviors affect the performance and contribution decisions of men and women to a task? Are these behaviors less likely to emerge in the presence of structural (formal reporting or punishment mechanism) or a normative (social stigma) enforcement mechanism? The REB application will cover the pilot version of the study. In the pilot version, we will (1) test our different quizz questions (if they are readable, their difficulty level is appropriate, etc) , and the role of the punishment mechanism using different versions (point deduction, display of an image, klaxon noise). *We attached the battery of questions to the protocol.*

We plan to study behaviors in a contribution game. The game is organized around two sessions. The first session is the main part of the experiment. Only a few randomly selected participants will be invited to participate the second session, two weeks after. The interval between the two sessions is designed to guarantee sufficient time for the research team to match participants in groups according to the preferences they expressed at the end of the first session. In the first session, participants complete a questionnaire containing socio-demographic questions, and then complete a series of quizzes. They are then randomly assigned to a group. In each round, each group member will decide whether they want to nominate one of their quiz performances for the group payoff. Once every group member made their nomination decision, one of the nominated quiz performances will be randomly selected to count as the round

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payoff for every group member. If no group member nominated any of their quiz performances, the payoff for every group member will be zero. They will learn who nominated which quiz performance and which performance has been selected to be the payoff-that-counts for the given round. They can express what they think of every group member's nomination decision. If they disagree with other group member's decisions, they will have the option to let them know. we will test several ways in which they can let them know. They will have the option to remove up to x points from their payment. For every point they decide to remove from their payment, they will be deducted y points. The values x and y will be piloted. They will have the option to push a button to produce a klaxon noise, or to display an unpleasant but harmless image (cockroach). Their answers will be transmitted to the group member.

At the end of the first session, participants are asked about their preferences regarding the game conditions for the second session. For instance, they are offered the opportunity to play in a game in which other players cannot put a penalty on their score, in a game in which they are not a gender minority, or in a game for which they choose the type (female/male) questions. All these options are offered with a price deduction to their final payment.

* Amendment: to test the relevance of the mechanisms identified in the lab in terms of real career choices, we plan to run a survey experiment with currently enrolled and recent graduates in economics and commerce from the University of Toronto. A preliminary version of the questionnaire is in attachment.

Methods

Describe formal/informal procedures to be used

This will be an incentivized experiment. The experiment will be coded using oTree and the language used can be found in the attached document entitled "Instrument_question_piloting".

* Amendment: we will pilot the messages broadcasted during the lab experiment online on Prolific. The instructions are attached (Instructions_pilot_vignette_final).

* Amendment: we will collect data through an online survey disseminated to alumni from the economics department and students currently enrolled in economics and commerce/management at Rotman School of Commerce. Participants will be presented with job scenarios with varying job characteristics and will be asked for each scenario to indicate their preferred choice. They will also answer a short questionnaire. The survey should not take more than 15-20 minutes. Participants will receive a total of \$4 in payment for completing the first three pages of the survey and a total of \$10 in payment for completing the full survey. In addition to the \$10 completion award, they will be able to enter a lottery and will have a 1:100 chance to earn a \$500 gift card.

Copies of questionnaires, interview guided and/or other instruments used

Document Title	Document Date
Battery of questions	2022-07-11
Instrument_question_piloting	2022-07-11
Sample question	2022-07-11
Instruction for piloting vignette study	2023-02-03
Questionnaire - preliminary	2023-04-10

Clinical Trials

Is this a clinical trial? Yes No

6 - Participants and Data

Participants and/or Data

What is the anticipated sample size of number of participants in the study? 15,000

Describe the participants to be recruited, or the individuals about whom personally identifiable information will be collected. List the inclusion and exclusion criteria. Where the research involves extraction or collection personally identifiable information, please describe where the information will be obtained, what it will include, and how permission to access said information is being sought.

We will recruit study participants online. We will include the following exclusion restrictions:

Quality-control measures:

- Number of previous submissions: The participant has to have completed at least 100 studies prior to participating in this study.
- Approval rate of 95%, that is, the participant has to be approved for their quality of work in 95 out of 100 studies

Population screening:

- Has to be fluent in English (the language of our study)
- Has to be a resident in the United States
- Has to be 18 years old or older
- Has completed the education screening question

The total compensation is dependent on the length of the study. The minimum compensation will be \$15 per hour in the form of a completion fee. The participants will then have the opportunity to earn additional payment in the form of bonus payments.

* PILOT:

As part of this study, we will pilot all the questions used for the main study first with an online population (on « Prolific »). This is a shorter experiment in which participants are asked to complete a 10-minute study and complete 20 out of all the questions we share with you in the file « Battery_of_Questions ». Participants are paid a \$1.50 completion fee and can earn additional payment (paid as a bonus payment). The additional payment is determined as follows. First, 10 out of the 20 questions will be randomly chosen to count for additional payment. Then, the participant receives \$0.15 for every question they answered

correctly. Thus, the additional payment will range between \$0 and \$1.50 which will be paid on top of the completion fee. The instrument is uploaded under the file name « Instrument_question_piloting.pdf».

Restriction: We will recruit 2,000 participants for the pilot study. We will restrict the study to Prolific participants who have taken at least 100 studies prior, have an approval rating of 95% (these are standard quality measures). We will also restrict the participant pool to individuals who have completed a college degree since that comes closest to the laboratory participants in the main study (where we will recruit college students at the university lab).*

Amendment: for the recruitment of participants for the in-person experiment, we will rely on Online Recruitment System for Economic Experiments (ORSEE) of the Toronto Experimental Economics Laboratory (TEEL)

*Amendment: we plan to run a vignette study on Prolific to test how the messages we will present in the lab experiment are perceived by external evaluators. Material for the vignette study will be attached to the amendment. We will recruit participants on Prolific. We will include the following exclusion restrictions:

Quality-control measures:

- Number of previous submissions: The participant has to have completed at least 100 studies prior to participating in this study.
- Approval rate of 95%, that is, the participant has to be approved for their quality of work in 95 out of 100 studies

Population screening:

- Has to be fluent in English (the language of our study)
- Has to be a resident in the United States
- Has to be 18 years old or older
- Has completed the education screening question

We aim for a 10-minute study with a completion fee of \$2.40 to complete the survey. We will not incentivize the answers.

* Amendment: online survey experiment. We plan to conduct a survey experiment to currently enrolled students and past students from UofT in the economics department and the Rotman School of Management. We expect a relatively low response rate, so we plan to target a survey to approximately 3000 alumni from the economics department, 1000 currently enrolled students in economics, 1000 currently enrolled in commerce at Rotman School of Management, and 3000 alumni from Rotman in to ensure sufficient responses. We will not keep any personally identifiable information once the data collection is complete.

Is there any group or individual-level vulnerability related to the research that needs to be mitigated (for example, difficulty understanding consent, history of exploitation by researchers, or power differential between the researcher and the potential participant)? Yes No

Recruitment

Is there recruitment of participant? Yes No

Recruitment details including how, from where, and by whom

The participants will be recruited through a variety of methods including online platforms like Qualtrics Panels or Prolific.

*Amendment: survey experiment. The recruitment of alumni and students will take place by email (UofT emails), and for alumni by manual search on LinkedIn if necessary.

Is participant observation used? Yes No

Will translation materials be used/required? Yes No

Attach copies of all recruitment posters, flyers, letters, email text, or telephone scripts

Document Title	Document Date
email recruitment	2023-04-10

Compensation

Will the participants receive compensation? Yes No

Type of Compensation

- Financial
- In-kind
- Other

Compensation Justification Details

For completing this study, participants will be paid on average at least the federal minimum hourly wage of \$15. Participants will be paid within 15 working days of completing the study.

* Amendment: for the pilot of the vignette study on Prolific, participants will be paid \$2.40 for a ten-minute study.*

* Amendment: Participants will receive a total of \$4 in payment for completing the first three pages of the survey and a total of \$10 in payment for completing the full survey. In addition to the \$10 completion award, they will be able to enter a lottery. They will have a 1:100 chance to earn a \$500 gift card.

Is there a withdrawal clause in the research procedure? Yes No

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Is compensation affected when a participant withdraws?

Compensation will not be affected if someone chooses to withdraw.

7 - Investigator Experience

Investigator Experience with this type of research

Please provide a brief description of the previous experience for this type of research by the applicant, the research team, and any persons who will have direct contact with the applicants. If there is no previous experience, how will the applicant and research team be prepared?

Clémentine Van Effenterre is the leading PI of this project. She is an assistant professor of Economics at the University of Toronto. She has conducted two IRB and REB approved field experiments. She has expertise in survey design and working with human subjects. Manuela Collis is a PhD student at Rotman School of Management at University of Toronto and is the Student Co-PI of this study. She has run several ethics board approved laboratory studies and online studies. She is supervised by the leading PI. Avner Seror an assistant professor of Economics at Aix-Marseille University. He spent one year at Chapman University as a postdoc before joining Aix-Marseille University. This gave him a unique exposure and opportunity to interact with scholars in both political economy and behavioral economics.

Are community members collecting and/or analyzing data? Yes No

8 - Possible Risks and Benefits

Possible Risks

Potential Risk Details:

Physical Risks Yes No

Psychological/emotional Risks Yes No

Social Risk Yes No

Legal Risk Yes No

Potential Benefits

Benefit Description

The participant can most likely not expect any individual benefits. However, this work has potentially large benefits to the society. If we better understand where and why gender biased behavior and decisions occur, we are equipped to do something to close them. This research study contributes to the increased

9 - Consent

Consent Process Details

Informed consent will be obtained through an electronic consent form. We do not obtain consent in written form as the study will take place online. The first page of the research study will contain the consent information. The consent form states in short and simple language what the research entails and that the potential participants can choose whether to be part of this research. Participants will have unlimited time to review it before deciding whether they would like to participate.

* Amendment: for the pilot of the vignette study, the informed consent is included in the instructions document attached to the amendment.*

* Amendment: for online survey, the informed consent is included in the instructions document attached to the amendment.*

Uploaded letter/consent form(s)

Document Title	Document Date
Informed consent - revised	2022-07-11
Informed consent - survey experiment	2023-04-10

Is there additional documentation regarding consent such as screening materials, introductory letters etc.: Yes No

Uploaded letter/consent form(s)

Will any information collected in the screening process - prior to full informed consent to participate in the study - be retained for those who are later excluded or refuse to participate in the study? Yes No

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Is the research taking place within a community or organization which requires formal consent be sought prior to the involvement of the individual participants Yes No

Describe how consent will be obtained. If consent will not be sought, please provide justification and describe any alternative forms of consultation

Application for Surveying of U of T Students, Faculty, Librarians, Staff, and Alumni by U of T Researchers -- on going

Are any participants not capable (e.g.: children) of giving competent consent? Yes No

10 - Debriefing and Dissemination

DeBrief

Will deception or intentional non disclosure be used? Yes No

Will a written debrief be used? Yes No

Do participants/communities have the right to withdraw their data following the debrief? Yes No

Information Feed Back Details following completion of a participants participation in the project

We don't plan to provide a debriefing to participants immediately after the study for two reasons. First, it would limit our ability to conduct potential follow-up studies if necessary. Second, it creates a risk of contamination of other potential participants in case the study is rolled out and participants are recruited through common networks. However, we will share the findings with the participants of the study once it is completed, if they indicated their interest by contacting us.

Procedural details which allow participants to withdraw from the project

Participants will be informed of their right to withdraw via the consent form. Participants can exercise this right at any point during a study without penalty.

Not Applicable

What happens to a participants data and any known consequences related to the removal of said participant

There are no consequences for withdrawing from this study. If a participant chooses to withdraw, his or her data will be deleted and not used for analysis.

Not Applicable

List reasons why a participant can not withdraw from the project (either at all or after a certain period of time)

Participants have the right to withdraw themselves or their data from the study at any time during the study without penalty. If participants choose to withdraw, their data will be removed from the database. Participants will not be able to withdraw their data after the they have completed the study because their data will be anonymous

Not Applicable

11 - Confidentiality and Privacy

Confidentiality

Is the data confidential? Yes No

Will the confidentiality of the participants and/or informants be protected? Yes No

List confidentiality protection procedures

The identifiable information (Prolific or Mturk ID) which may have to obtained during the signup process will be collected and stored separately from the data obtained during the study session. During the study, we will not collect identifiable data. Furthermore, all data we obtain will be coded, encrypted and stored on secure servers.

Amendment: for the in-person experiment, the identifiable information which may have to obtained during the signup process will be collected and stored separately from the data obtained during the study session.

Amendment: for the online survey experiment, the identifiable information which may have to obtained during the signup process will be collected and stored separately from the data obtained during the survey.

Are there any limitations on the protection of participant confidentiality? Yes No

Is participant anonymity/confidentiality not applicable to this research project? Yes No

Data Protection

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Describe how the data (including written records, video/audio recordings, artifacts and questionnaires) will be protected during the conduct of the research and subsequent dissemination of results

Data will be stored on a password-protected computer in an encrypted file in a locked office/computer and/or stored on encrypted USB keys.

Explain for how long, where and what format (identifiable, de-identified) data will be retained. Provide details of their destruction and/or continued storage. Provide a justification if you intend to store identifiable data for an indefinite length of time. If regulatory requirements for data retention exists, please explain.

No direct or indirect identifiers are being collected. This anonymous data will be retained at the conclusion of the study. That data will be stored on a password-protected computer in an encrypted file in a locked office/computer and/or stored on encrypted USB keys and may be retained indefinitely post-publication as is standard practice within Economics and Management.

Will the data be shared with other researchers or users? Yes No

Please describe how and where the data will be stored and any restrictions that will be made regarding access. How will participant consent be obtained? If data is to be made open access, please describe how and where they will be maintained.

We will share this anonymous data with our research collaborator Avner Seror at Aix-Marseille University.

12 - Level of Risk and Research Ethics Board

Level of Risk for the Project

Group Vulnerability

Research Risk

Risk Level

Explanation/Justification

Explanation/Justification detail for the group vulnerability and research risk listed above

This is a benign behavioral intervention. It is brief in duration, harmless, painless, not physically invasive, not likely to have a significant adverse lasting impact on the subjects, and we have no reason to think the subjects will find the interventions offensive. Furthermore, the participants for this study are drawn from a low-risk group and the design includes no deception or otherwise risky elements.

Research Ethics Board

REB Associated with this project

13 - Application Documents Summary

Uploaded Documents

Document Title	Document Date
Cover letter - revisions	2022-07-11
Battery of questions	2022-07-11
Instrument_question_piloting	2022-07-11
Sample question	2022-07-11
Instruction for piloting vignette study	2023-02-03
Questionnaire - preliminary	2023-04-10
email recruitment	2023-04-10
Informed consent - revised	2022-07-11

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Document Title	Document Date
Informed consent - survey experiment	2023-04-10

14 - Applicant Undertaking

I confirm that I am aware of, understand, and will comply with all relevant laws governing the collection and use of personal identifiable information in research. I understand that for research involving extraction or collection of personally identifiable information, provincial, federal, and/or international laws may apply and that any apparent mishandling of said personally identifiable information, must be reported to the office of research ethics.

As the Principal Investigator of the project, I confirm that I will ensure that all procedures performed in accordance with all relevant university, provincial, national, and/or international policies and regulations that govern research with human participants. I understand that if there is any significant deviation in the project as originally approved, I must submit an amendment to the Research Ethics Board for approval prior to implementing any change.

I have read and agree to the above conditions



RIS Protocol
Number: 42878

Approval Date: 11-Apr-23

PI Name: Prof Clementine Van
Effenterre

Division Name:

Dear Prof Clementine Van Effenterre:

Re: Your research protocol application entitled, "Gender, stereotypes and work environments"

The Social Sciences, Humanities & Education REB has conducted a Delegated review of your application and has granted approval to the attached protocol for the period 2023-04-11 to 2023-07-14.

This approval covers the ethical acceptability of the human research activity; please ensure that all other approvals required to conduct your research are obtained prior to commencing the activity.

Please be reminded of the following points:

- An **Amendment** must be submitted to the REB for any proposed changes to the approved protocol. The amended protocol must be reviewed and approved by the REB prior to implementation of the changes.
- An annual **Renewal** must be submitted for ongoing research. Renewals should be submitted between 15 and 30 days prior to the current expiry date.
- A **Protocol Deviation Report (PDR)** should be submitted when there is any departure from the REB-approved ethics review application form that has occurred without prior approval from the REB (e.g., changes to the study procedures, consent process, data protection measures). The submission of this form does not necessarily indicate wrong-doing; however follow-up procedures may be required.
- An **Adverse Events Report (AER)** must be submitted when adverse or unanticipated events occur to participants in the course of the research process.
- A **Protocol Completion Report (PCR)** is required when research using the protocol has been completed.
- If your research is funded by a third party, please contact the assigned Research Funding Officer in Research Services to ensure that your funds are released.

Best wishes for the successful completion of your research.

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