Appendix

**Supplementary Results**

*Comparing payment rules with nonparametric tests*

We compared the payment rules with post hoc nonparametric tests (Wilcoxon rank-sum) for disadvantaged and advantaged participants (holding constant the distribution of payoffs) (Table A1). Most important, the results are the same as the t-tests for the disadvantaged participants, who are the main focus of the experiment. Among the advantaged participants, there is one exception: the difference between door rule and party rule is no longer significant (reduced to marginal significance) with the non-parametric test. Importantly, the significance of this case either way does not substantively alter our interpretation in the main text, because it was already clear that advantaged partisans were more accepting of unfairness toward their partisan opponents than we initially expected, based on the comparison to those advantaged by the eyes rule. This is now further reinforced by the fact that even the difference between the party rule and door rule is small and unstable for a nonparametric test.

|  |
| --- |
| **Table A1***Wilcoxon Rank-Sum Tests for Payment Rules by Relative Pay* |
| Comparison | *z* | *p* |
| Disadvantaged  |  |  |
|  Door vs. Eyes | 3.83 | 0.000 |
|  Door vs. Party | 4.47 | 0.000 |
|  Eyes vs. Party | 1.01 | 0.311 |
| Advantaged  |  |  |
|  Door vs. Eyes | 4.64 | 0.000 |
|  Door vs. Party | 1.85 | 0.065 |
|  Eyes vs. Party | 2.95 | 0.003 |

*Regression analysis of fairness judgments with covariates for age and sex.*

We conducted post hoc regression analyses for how the payment rules affected fairness with added covariates for age and sex, separately for disadvantaged and advantaged participants (Table A2). Age and sex were not significant in either regression. Among disadvantaged participants, the differences are the same as for the t-tests in the main text: the party rule and eyes rule are less fair than the door rule, while the party rule and eyes rule did not differ from each other (planned comparison of the coefficients for the party rule and the eye rule, *p* = 0.66). Among advantaged participants, we see the same exception as for the non-parametric tests above: the party rule did not differ from the door rule. This further underscores that this difference was tenuous, which more generally fits with the unexpected finding that partisans were relatively accepting of low pay for their partisan rivals.

|  |
| --- |
| **Table A2***Fairness Ratings Predicted by Payment Rule* |
|  | Disadvantaged | Advantaged |
| Party Condition | -1.15 (0.22)\*\*\* | -0.61 (0.35) |
| Eyes Condition | -1.06 (0.22)\*\*\* | -1.69 (0.36)\*\*\* |
| Female | -0.34 (0.18) | -0.35 (0.29) |
| Age | -0.00 (0.01) | -0.01 (0.01) |
| Constant | -1.10 (0.31)\*\*\* | 0.46 (0.51) |
| Observations | 181 | 176 |
| R-squared | 0.18 | 0.13 |
| *Note*: OLS estimates with standard errors in parentheses. The door condition is the omitted category.\*\*\* *p* < 0.001, \*\* *p* < 0.01, \* *p* < 0.05 |

*Descriptive Statistics by Partisan Strength*

 Table A3 reports descriptive statistics for fairness judgments by strength of partisanship.

**Table A3**

*Fairness Ratings for Payment Rule by Strength of Partisanship*

|  |  |  |
| --- | --- | --- |
|  | Moderate/Strong | Weak |
|  | *n*  |  *M* (*SD*)  | *n* | *M* (*SD*) |
| Door |  |  |  |  |
|  Disadvantaged | 37 | -1.22 (1.69) | 24 | -2.31 (1.47) |
|  Advantaged  | 22 | -0.36 (2.11) | 38 | 0.11 (2.06) |
|  Equal | 31 | 0.16 (1.81) | 29 | 0.66 (2.13) |
| Eyes |  |  |  |  |
|  Disadvantaged | 27 | -2.15 (1.79) | 34 | -2.52 (1.95) |
|  Advantaged  | 30 | -1.80 (1.45) | 27 | -1.77 (1.70) |
|  Equal | 20 | 0.65 (1.79) | 42 | 0.60 (1.95) |
| Party |  |  |  |  |
|  Disadvantaged | 38 | -2.58 (0.89) | 22 | -2.31 (0.95) |
|  Advantaged  | 30 | -0.80 (2.06) | 29 | -0.69 (2.09) |
|  Equal | 29 | 0.86 (1.88) | 32 | 1.25 (1.83) |
| *Note*. Fairness scale from *very unfair* = -3 to *very fair* = +3. |

**Experimental Protocol**

Participants were recruited from Amazon Mechanical Turk and they completed the survey in Qualtrics. Participants were assigned to a payment rule (door, eyes, or party) and a level of relative pay (disadvantaged, advantaged, or equal).

**Survey Materials**

Page 1

In this HIT, you will complete a task and receive a bonus payment for the task based on your effort.

You will earn 50 cents for completing this HIT, and you can make additional money from the tasks you complete. Any additional money that you earn will be paid to you as an MTurk bonus. The exact amount that you earn depends on your choices for the tasks. All of the instructions that you read beyond this point refer to money that you can earn above and beyond the 50 cents you will automatically earn from completing the HIT.

Page 2

1. What is your sex?
* Male
* Female
1. What is your age? (open response)
2. What is your race? (open response)
3. What is your eye color?
* Blue/Green
* Brown/Other
1. How important is this eye color to you?
* Not Important
* Somewhat Important
* Very Important
1. Generally speaking, which of the following do you consider yourself to be? (If none of these, then please choose the closest option.)
* Very Liberal
* Moderately Liberal
* Slightly Liberal
* Slightly Conservative
* Moderately Conservative
* Very Conservative
1. How important is this ideological preference to you?
* Not Important
* Somewhat Important
* Very Important
1. Generally speaking, which of the following do you consider yourself to be? (If none of these, then please choose the closest option.)
* Strong Democrat
* Moderate Democrat
* Weak Democrat
* Weak Republican
* Moderate Republican
* Strong Republican
1. Which of these four types of music do you most prefer?
* Rock
* Classical/Jazz
* Country
* Hip Hop/Rap
1. How important is this music preference to you?
* Not Important
* Somewhat Important
* Important
1. You will now pick between two doors. This choice might affect what happens later in the study.

Author’s Note: Items 5 and 7 were not included in the party condition.

Page 3

Effort: Transcription Task

You will earn additional money by completing the following transcription task. You might earn more, less, or the same amount as other participants for completing the task. The exact amount and the Payment Rule used to determine your pay will be explained after you complete the task.

Page 4

Transcription Task: Below, you will find lines of scanned text in image form and your goal is to accurately type the sentences into the textbox underneath the image. If you transcribe the paragraphs accurately, then you will receive payment for the task (determined by the Payment Rule)



(space to transcribe paragraph)



(space to transcribe paragraph)

(Page 5)

Payment

We will use the following Payment Rule to determine your pay from the transcription task.

**(**Eye Color/Disadvantaged Condition**)**

**Payment Rule:** Participants who stated they have (Blue/Green colored eyes OR Brown/Other Colored Eyes) receive 30 cents from completing the transcription task. Participants who stated they have (Brown/Other colored eyes OR Blue/Green colored eyes) receive 60 cents for completing the transcription task.

You previously chose: (Blue/Green OR Brown/Other). Your payment is: 30 cents.

(Eye Color/Advantaged Condition)

**Payment Rule:** Participants who stated they have (Blue/Green colored eyes OR Brown/Other Colored Eyes) receive 60 cents from completing the transcription task. Participants who stated they have (Brown/Other colored eyes OR Blue/Green colored eyes) receive 30 cents for completing the transcription task.

You previously chose: (Blue/Green OR Brown/Other). Your payment is: 60 cents.

(Fair)

**Payment Rule:** All participants receive the same payment of 30 cents for completing the transcription task.

**(**Door/Disadvantaged Condition**)**

**Payment Rule:** Participants who stated they have (Door 1 OR Door 2)) receive 30 cents from completing the transcription task. Participants who stated they have (Door 2 OR Door 1) receive 60 cents for completing the transcription task.

You previously chose: (Door 1 OR Door 2). Your payment is: 30 cents.

(Door/Advantaged Condition)

**Payment Rule:** Participants who stated they have (Door 1 OR Door 2) receive 60 cents from completing the transcription task. Participants who stated they have (Door 2 or Door 1)) receive 30 cents for completing the transcription task.

You previously chose: (Door 1 OR Door 2). Your payment is: 60 cents.

**(**Party/Disadvantaged Condition**)**

**Payment Rule:** Participants who stated they have (Democrat OR Republican)) receive 30 cents from completing the transcription task. Participants who stated they have (Republican OR Democrat) receive 60 cents for completing the transcription task.

You previously chose: (Democrat OR Republican). Your payment is: 30 cents.

(Party/Advantaged Condition)

**Payment Rule:** Participants who stated they have (Democrat OR Republican) receive 60 cents from completing the transcription task. Participants who stated they have ((Republican OR Democrat) receive 30 cents for completing the transcription task.

You previously chose: (Democrat OR Republican). Your payment is: 60 cents.

(Page 6)

In your opinion, how fair was the Payment Rule used for the transcription task?

* Very Unfair
* Somewhat Unfair
* Slightly Unfair
* Neither Fair nor Unfair
* Slightly Fair
* Somewhat Fair
* Very Fair

(Page 7)

1. If you have any additional thoughts about the fairness of the Payment Rule used for the task, then please share those thoughts here: (open response)
2. If you have any other thoughts about the study, please share those here: (open response)

(Page 8)

We appreciate your participation in the study. The purpose of this project is to study the effects of fair and unfair procedures. For participants who experienced unfair procedures, we want you to know that this was critical for addressing an important research question about the effects of unfairness. We appreciate your patience and understanding. Your participation is an important contribution to this area of research. Once again, we thank you for your participation in the study.

Please make sure to click on the arrow below to get to the next page and receive your Mturk validation code. Without this code, we cannot verify that you have completed the HIT and therefore will not be able to pay you.