Appendix:
"On Paying Workers to Stop Working: Public Attitudes Towards 'Wage Buyouts'"
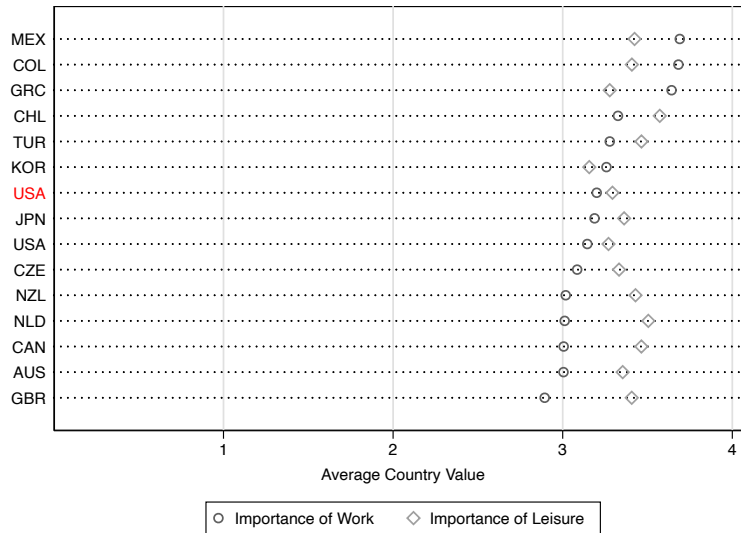
Krzysztof Pelc[†]

Figure A1: World Values Survey Wave 7 (2017-2022), OECD countries: "For each of the following, indicate how important it is in your life: [Work, Leisure Time] [1-4]"
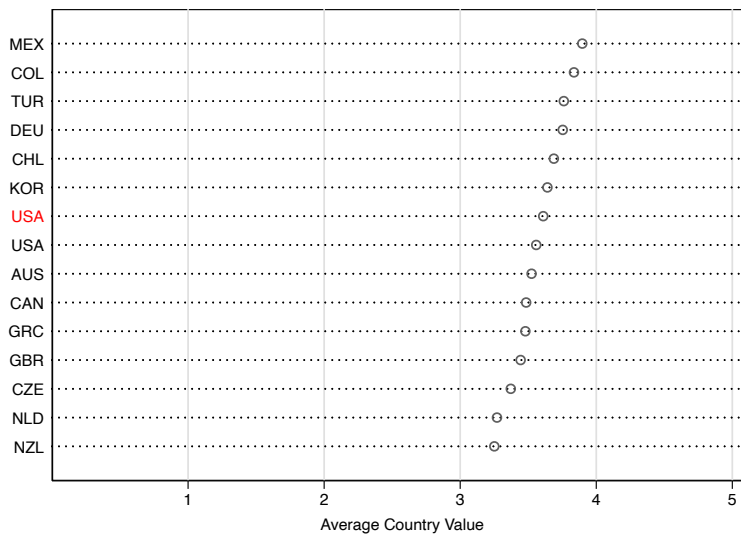

Figure A2: World Values Survey Wave 7 (2017-2022), OECD countries: "Work is a duty towards society" [1-4]
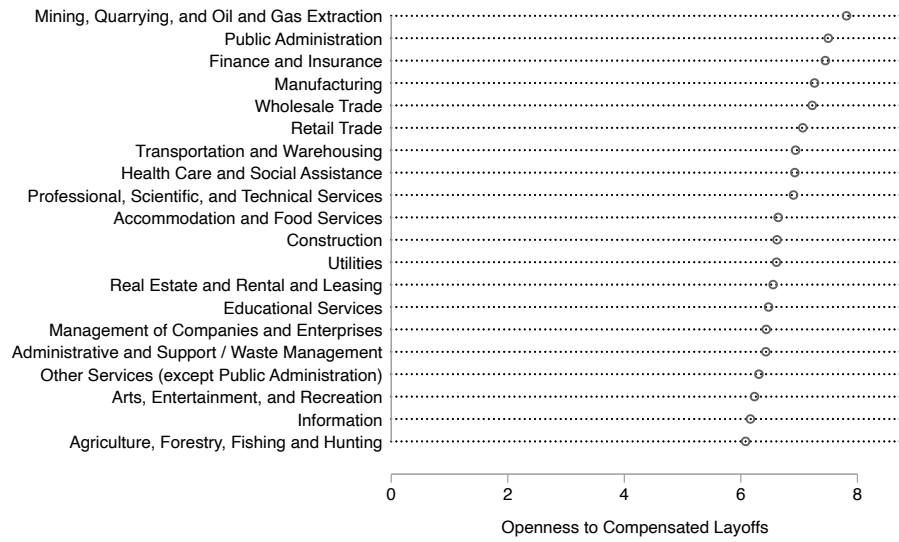
[†]krzysztof.pelc@politics.ox.ac.uk

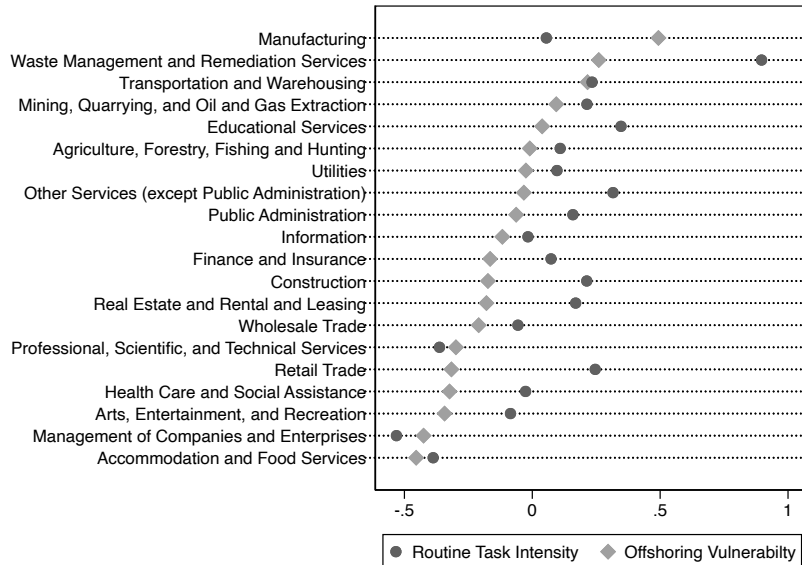Figure A3: Attitudes Towards Wage Buyouts, by Industry (Study 1)

Figure A4: Vulnerability to Automation and Offshoring (Goos et al. 2014 Indices), by Industry (Study 2)

Table A1: Attitudes Towards Wage Buyouts

	(1)	(2)	(3)	(4)
Treatment: Check from Employer=1	0.193	0.328	0.351	0.031
	(0.209)	(0.217)	(0.247)	(0.311)
Republican	-0.310			
	(0.269)			
Treatment: Check from Employer=1 × Republican	0.435			
	(0.330)			
Treatment: Check from Government=1	-0.520***	-0.554***	-0.660***	-0.645**
	(0.189)	(0.186)	(0.208)	(0.280)
Treatment: Check from Government=1 × Republican	0.341			
	(0.318)			
Ideology L-R	-0.132***	-0.138***	-0.135***	-0.138***
	(0.026)	(0.026)	(0.026)	(0.026)
Education	-0.003	1.051*	0.008	-0.008
	(0.145)	(0.570)	(0.146)	(0.148)
Income	0.029*	0.030*	0.075***	0.030*
	(0.017)	(0.017)	(0.024)	(0.017)
Male	-0.116	-0.112	-0.093	-0.107
	(0.158)	(0.159)	(0.158)	(0.159)
White	-0.003	-0.021	0.003	-0.232
	(0.151)	(0.147)	(0.145)	(0.208)
Age	0.009**	0.009**	0.009**	0.009**
	(0.004)	(0.004)	(0.004)	(0.004)
Rural	-0.412	-0.410	-0.385	-0.404
	(0.251)	(0.250)	(0.251)	(0.251)
Manufacturing	0.580*	0.569*	0.583*	0.574*
	(0.317)	(0.314)	(0.317)	(0.321)
No College		1.036		
		(0.658)		
Treatment: Check from Employer=1 × No College		-0.032		
		(0.295)		
Treatment: Check from Government=1 × No College		0.363		
		(0.301)		
Low Income			0.349*	
			(0.201)	
Treatment: Check from Employer=1 × Low Income			-0.073	
			(0.350)	
Treatment: Check from Government=1 × Low Income			0.546*	
			(0.278)	
Treatment: Check from Employer=1 × White				0.365
				(0.278)
Treatment: Check from Government=1 × White				0.289
				(0.324)
Constant	6.992***	3.800**	6.237***	7.114***
	(0.392)	(1.740)	(0.473)	(0.447)
Observations	2455	2455	2455	2455

Note: * $p < 0.10$, * $p < 0.05$, ** $p < 0.01$. Standard errors clustered by state reported in parentheses.
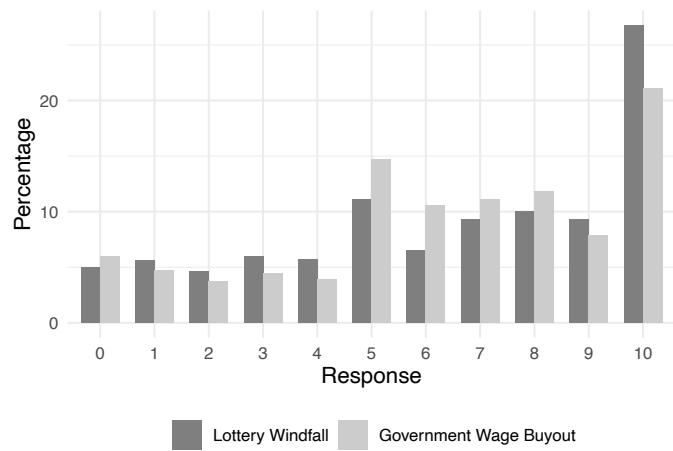
Figure A5: Distribution of Responses to Lottery Windfall vs. Government Wage Buyout (Study 3)

Table A2: Descriptives Statistics of Sample in Study 1

	Mean	SD	Min	Max	N
Treatment: Check from Employer	0.33	0.47	0	1	2,455
Treatment: Check from Government	0.34	0.47	0	1	2,455
Control Group	0.34	0.47	0	1	2,455
DV: Approval for Compensated Layoff	6.79	3.27	0	10	2,455
Ideology L-R	5.17	2.74	0	10	2,455
Education	2.60	0.52	1	3	2,455
Income	10.09	4.43	0	19	2,455
Male	0.50	0.50	0	1	2,455
White	0.78	0.41	0	1	2,455
Age	44.32	15.35	18	92	2,455
Rural	0.12	0.32	0	1	2,455
Manufacturing	0.07	0.25	0	1	2,455
Covid-19 Impact	6.16	2.65	0	10	2,455

Survey in the US fielded in January 2022.

Table A3: Descriptives Statistics of Sample in Study 2

	Mean	SD	Min	Max	N
DV: Approval for Compensated Layoff	7.54	3.03	0	10	2,001
Ideology	0.36	0.33	0	1	1,988
Income	9.16	4.40	2	19	2,001
Education	3.90	1.52	0	7	2,001
Male	0.48	0.50	0	1	2,001
White	0.79	0.41	0	1	2,001
Age	44.59	15.81	18	85	1,994
Full Time Employed	0.36	0.48	0	1	2,001
Consequentialist Score	20.55	7.92	0	40	2,001
Deontological Score	24.60	8.11	0	40	2,001

Survey fielded in the US in September 2022.

Table A4: Descriptives Statistics of Sample in Study 3

	Mean	SD	Min	Max	N
DV1: Lottery Scheme Approval	6.58	3.11	0	10	3,145
DV2: Wage Buyout Approval	6.34	3.14	0	10	3,145
DV3: Difference in Approval: Lottery - Wage Buyout	0.24	3.24	-10	10	3,145
Treatment Order: Lottery First	0.50	0.50	0	1	3,145
Republican	0.34	0.47	0	1	3,145
Employed	0.54	0.50	0	1	3,145
College Educated	0.61	0.49	0	1	3,145
Income	6.55	3.39	1	12	3,145
White	0.78	0.42	0	1	3,145
Male	0.44	0.50	0	1	3,145
Protestant	0.28	0.45	0	1	3,145
Age (logged)	3.80	0.42	3	5	3,145

Survey fielded in the US in May 2023.

Survey Questions

- Study 1

  - Think of this ladder as showing the status of all people in the United States. At the top of the ladder are the people who have the highest standing. At the bottom are the people who have the lowest standing.

  Where would you place yourself on this ladder? Please pick a number between 1 (highest standing) and 10 (lowest standing). (Please click on the slider to activate it and choose the preferred value.)

  [Page break]

  - How willing would you be to stop working at your current job for the foreseeable future in exchange for a monthly check [from your former employer / government] equivalent to half of your current salary? [1: Not willing at all — Very willing: 10]

  [Page break]

  - How willing would you be to stop working at your current job for the foreseeable future in exchange for a monthly check [from your former employer / government] equivalent to your full current salary? [1: Not willing at all — Very willing: 10]

- Study 2

  - Imagine a new government program that would continue paying your current salary and health insurance, but you have to [stop working / work half the hours you work currently] to claim these benefits.

  How likely would you be to enroll in this program?

  0 means "Extremely unlikely" and 10 means "Extremely likely."

  [Page break]

  - Imagine that you are enrolled in this program: you [stop working / work half the hours you work currently], but you continue to get your full salary. Do you think your quality of life would improve, stay the same, or worsen?

  – My quality of life would improve

  – My quality of life would stay the same

  – My quality of life would worsen

- Study 3

[Randomized order between Lottery windfall and Government windfall question.]

[Lottery windfall]:

- Imagine you have won the lottery. The amount of the prize is enough to maintain your exact current income, adjusted for inflation, for the rest of your life. Would you decide to stop working your current job?

0 means "Extremely unlikely" and 10 means "Extremely likely."

[Page break]

[Government windfall]:

- Imagine a government program that would pay you a monthly amount equivalent to your current income, adjusted for inflation, for the rest of your life. The government program requires you to stop working your current job. Would you agree to join this program?

0 means "Extremely unlikely" and 10 means "Extremely likely."

Individual Preferences Over Handouts vs. Paychecks (#81322)

Author(s)
Krzysztof Pelc (McGill University) - kj.pelc@mcgill.ca

1) Have any data been collected for this study already?
No, no data have been collected for this study yet.

2) What's the main question being asked or hypothesis being tested in this study?
The willingness to cease working in exchange of a regular check differs systematically among individuals according to industry, occupation within that industry, geography, income, skill level, source of compensation (past employer vs. government), political ideology, and level of identification with work.

3) Describe the key dependent variable(s) specifying how they will be measured.
"How willing would you be to stop working for the foreseeable future in exchange of a monthly check?" [Scale 0-10]

4) How many and which conditions will participants be assigned to?
This is a survey with one experimental feature.
Three randomized conditions over source of compensation:
- control
- check from the government
- check from your past employer

Respondents receive this introductory statement:
Imagine that you could stop working at your current job for the foreseeable future, while still receiving a monthly check [ ] [from the government] [from your current employer].
Then all respondents get these two questions:
How willing would you be to stop working in exchange of a check equivalent to half [your full] of your current salary? [0-10]

Other RHS variables:
- Political ideology: more right-leaning, Republican-leaning respondents should be more opposed to giving up work. This then becomes a key control variable for the subsequent expectations, below.
- Level of identification to their work,
o Measured directly by ranking of "job" on a key personal traits ranking question.
o Measured indirectly by the geographic concentration of their industry, using the Location Quotient.
o Measured indirectly by response to: "In the region where you live, how common is the industry you work in?" … where work judged less common would be associated with greater personal identification with work, and thus lower willingness to give up work.
- Skill level, where lower skill levels are expected to be more willing to give up working.
- Routineness of occupation expected to positively related to willingness to give up working.
- Overlapping work and social networks, as measured by two questions over the number of people in their family/high school working in sam,e industry.
o Import competition exposure as measured by sector.
o Offshorability of occupation
o Precarity as indicated by responses to questions about the respondent or family member losing their job in the last 3 years, and perceived likelihood of this event.
o Covid effect: the greater the negative effect of Covid, the more willingness.
o Self-perception as belonging to a group affected by automation and offshoring, as revealed through a set of questions asking respondents to guess who is likely to be affected by an automation / offshoring event, on gender, race, education and sector (manufacturing vs. services).
o In respect to automation vs. offshoring precarity, perceived affinity to automation-affected groups (as measured by the same set of questions) may have greater positive effects on willingness to give up work.
- Low Subjective Social Standing may be associated with greater willingness to stop working, with high self-perceived social standing individuals attaching social value to their work.

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.
We are also interested in the interaction between political ideology and the treatment, and between political ideology and the variables above.
Specifically, Democrat-leaning respondents should be more willing to stop working in exchange of a regular check overall, but especially on the government treatment condition, where we expect Republicans to be especially averse.
Given Republicans' expected aversion to handouts from the government, the treatment effect of the "government" treatment, compared to the control, would be expected to be greater than for Democrats.

Follow-up to handouts vs. paychecks, Fall 2022. (#105511)

Author(s)
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1) Have any data been collected for this study already?
No, no data have been collected for this study yet.

2) What's the main question being asked or hypothesis being tested in this study?
Given widespread stigma around not working, combined with the high level of self-identification of Americans with their jobs, when considering cash payment schemes that require individuals to stop working, individuals are more likely to agree to a reduction of hours than to the complete cessation of work.

3) Describe the key dependent variable(s) specifying how they will be measured.
Main DV is a response to the following survey Q:
Imagine a new government program that would continue paying your current salary and health insurance, but you have to [stop working / work half the number of hours you work currently] to claim these benefits.
How likely would you be to enroll in this program?
0-10

4) How many and which conditions will participants be assigned to?
Two conditions: [stop working / work half the number of hours you work currently] in question above.

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.
Linear regression of DV on treatment condition + demographic controls, including political partisanship

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.
Two attention checks are administered in the early section of the survey. Respondents who fail both checks are excluded from the survey.

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.
We recruit 2,000 American adults to answer our survey. Respondents meet population quotas for age, gender, race, education level, and census region.

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)
Note: No data has yet been collected for this specific study, but the current survey is a follow-up to the survey registered in AsPredicted #81322.

The survey also creates two indices by taking the respondent-level means of each set of the following questions about moral intuitions:
Consequentialist questions: If causing harm or suffering to a person makes it possible to achieve greater good for a greater number of people, then it is justifiable. There are circumstances that justify breaking some rules-especially when breaking them enables achieving a greater good. Sometimes the ends justify the means. If sacrificing one person means saving many more, then it is permitted.
Deontological questions: It is never justified to cause harm or suffering to anyone. Some rules should never be broken, even if breaking them allows for a greater good. Some principles are universal: they do not depend on circumstances. A person's life is sacred, and killing is always wrong.

One corollary hypothesis is that more consequentialist (deontological) reasoning is positively (negatively) correlated with approval for cash transfer schemes that require individuals to stop working.

The test of this hypothesis relies on a linear regression of the DV on the consequentialist/deontological scales as explanatory variables, measured by taking the respondent-level means of each set of four questions.

Follow-up (2) to Paycheck vs. Handout, Winter 2023 (#129490)

Author(s)
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1) Have any data been collected for this study already?
No, no data have been collected for this study yet.

2) What's the main question being asked or hypothesis being tested in this study?
Given widespread stigma around not working, combined with reluctance to depend on government transfers: individuals are more likely to want to stop working after winning the lottery than if an equivalent income comes from a government programs that requires them to stop working.

3) Describe the key dependent variable(s) specifying how they will be measured.
0-10 approval on one of two questions. See (4).

4) How many and which conditions will participants be assigned to?
Two survey questions, presented in randomized order.

- Imagine you have won the lottery. The amount of the prize is enough to maintain your exact current income, adjusted for inflation, for the rest of your life. How likely would you be to stop working your current job?

0 means not likely at all. 10 means very likely.
[0-10] slider

- Imagine a government program that would pay you a monthly amount equivalent to your current income, adjusted for inflation, for the rest of your life. The government program requires you to stop working your current job. How likely would you be to sign up for this program?

0 means not likely at all. 10 means very likely.
[0-10] slider

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.
Expectations:

- Approval of Lottery scheme is higher approval than Government scheme, on average:
Regress approval level on Scheme, controlling for partisanship and demographic traits.

- Order (first or second) matters: Lottery should act as a (weak) treatment: Government scheme approval should be higher when it follows Lottery sceme rather than when it precedes it.
Regress approval level on Scheme, and order, controlling for partisanship and demographic traits.

- Controlling for Order (first or second), Dems should see a a smaller gap between the two than Reps.
Measure difference in approval between the two schemes, for Dems vs Reps, in a t-test.

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.
Participants who do not correctly answer two pre-treatment attention checks will be excluded from taking the survey.
We do not anticipate missing data as all the questions will be mandatory.

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.
Sample size: Our target sample size is 3000 participants.
Data collection procedures: Data will be collected from an online sample. Participants must live in the United States and be 18+ years old. Participants who complete the survey will be compensated.

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)
Nothing else to pre-register.