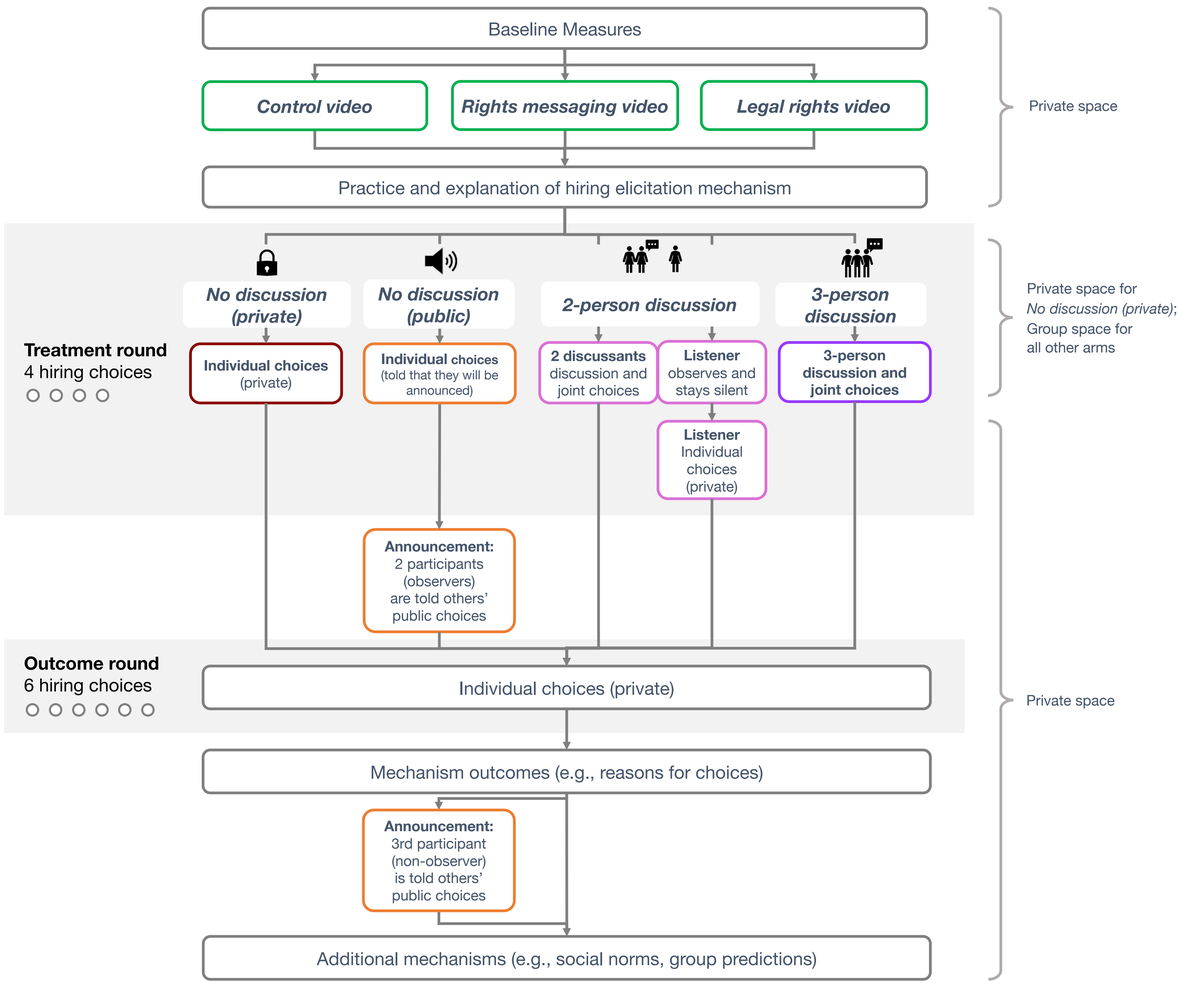
Baseline Measures
Control video
Rights messaging video
Legal rights video
Practice and explanation of hiring elicitation mechanism
Private space
No discussion (private)
No discussion (public)
2-person discussion
3-person discussion
Treatment round
4 hiring choices
Individual choices (private)
Individual choices (told that they will be announced)
2 discussants discussion and joint choices
Listener observes and stays silent
3-person discussion and joint choices
Private space for No discussion (private); Group space for all other arms
Listener Individual choices (private)
Announcement: 2 participants (observers) are told others' public choices
Outcome round
6 hiring choices
Individual choices (private)
Private space
Mechanism outcomes (e.g., reasons for choices)
Announcement: 3rd participant (non-observer) is told others' public choices
Additional mechanisms (e.g., social norms, group predictions)