**Appendix A**

**Explanations for the Gender Income Gap**

The annual wage gap between women and men in the U.S. is estimated to be 23%. In other words, female full-time workers make about 77 cents for every dollar male full-time workers make. Below is a series of possible explanations for the gender pay gap. **Please indicate how important you think each of the following statements is in explaining why women's incomes on average are lower than men's incomes.**

Not at all Important Very Important

 1 2 3 4 5 6

**Choice**

|  |
| --- |
| 1. Men are more willing to work in occupations that are dangerous or physically demanding.
 |
| 1. Women take more breaks in employment than men.
 |
| 1. Men enter higher-paying fields, and women choose jobs that pay less.
 |
| 1. Women prioritize family life and are less likely to put in long hours at work.
 |
| 1. Women accept lower earnings for more flexible jobs.
 |
| 1. Men are more ambitious and competitive than women.

**Unfairness** |
| 1. The glass ceiling prevents women from advancing to the highest-paying positions.
 |
| 1. Most women lack access to paid family leave and affordable childcare.
 |
| 1. Women face discrimination in hiring, promotion, and/or performance evaluations.
 |
| 1. What boys and girls are taught about their abilities and how to behave shapes their educational and career decisions later in life.
 |
| 1. Leaders and senior executives give men unfair advantages in the workplace.
2. Society generally favors men over women.
 |
|  |

**Appendix B**

**Acceptance of Gender Income Inequality**

Please indicate how much you agree or disagree with the following statements:

Strongly Disagree Strongly Agree

 1 2 3 4 5 6

1. Differences in income between men and women are too large.\*
2. Figuring out how to pay men and women more equal wages would create more problems than it would solve.
3. Absolute income equality between men and women should be our ideal.\*
4. We should always strive to make men's and women's incomes more equal.\*
5. Differences in income between men and women are often justified.
6. The current extent of income inequality between men and women in our society is not a serious problem.
7. There are perfectly understandable reasons why men and women often receive different pay.

\* = reverse-scored

**Appendix C**

**Scrambled-Sentence Task**

**Benevolent Sexism**

He is incomplete without her.

Women should be rescued first.

Women are more culturally refined.

Cherish and protect her always.

Romantic relationships make people happy.

Women are more virtuous beings.

Put her on a pedestal.

Women are more morally developed.

He sacrifices everything for her.

He needs to adore her.

**Hostile Sexism**

Women are too easily offended.

Feminists seek to gain power.

He's on a tight leash.

She exaggerates problems at work.

Women think everything is sexist.

Women are seeking special favors.

She doesn't appreciate his gestures.

She wants to control him.

Women are such sexual teases.

Feminists make entirely unreasonable demands.

**Neutral**

They met at a concert.

He discusses his work day.

He ate chicken for dinner.

She was stuck in traffic.

She finished reading the book.

They laughed at the joke.

 **Appendix D**

**Factor Loadings from EFA of EGIG Items**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|

|  |  |  |
| --- | --- | --- |
| Items | Choice | Unfairness |
| Women prioritize family life and are less likely to put in long hours at work. | .71 |  |
| Men enter higher-paying fields, and women choose jobs that pay less. | .71 |  |
| Men are more ambitious and competitive than women. | .64 |  |
| Women take more breaks in employment than men. | .63 |  |
| Women accept lower earnings for more flexible jobs. | .63 |  |
| Men are more willing to work in occupations that are dangerous or physically demanding.  | .62 |  |
| The glass ceiling prevents women from advancing to the highest-paying positions. |  | .77 |
| Women face discrimination in hiring, promotion, and/or performance evaluations. |  | .75 |
| Leaders and senior executives give men unfair advantages in the workplace. |  | .71 |
| Society generally favors men over women. |  | .70 |
| Most women lack access to paid family leave and affordable childcare. |  | .56 |
| What boys and girls are taught about their abilities and how to behave shapes their educational and career decisions later in life. |  | .53 |
| Eigenvalue (explained proportion %) | 3.00 (24.98) | 3.53 (29.45) |

 |

Note: Factor loadings under .3 have been omitted.