

**Social identity and productivity: Evidence from India's garment industry and a quasi-lab-field experiment, by Farzana Afridi, Amrita Dhillon, Swati Sharma**

In this paper we use data from Indian garment factories on individual worker productivity together with caste identity and social connections of workers both while getting hired and in the workplace to analyse whether closer connections or closer caste between supervisors and workers is positively related to worker productivity. We also run some laboratory experiments in the field using garment factory workers to investigate whether workers cooperate more with each other when they belong to the same social networks or share the same caste identity and how this interacts with financial incentives. Preliminary findings suggest that while in terms of hierarchical relationships (supervisor-worker) and in terms of co-workers, being of similar caste or in the same social network has deleterious effects on worker productivity in the firm when incentives of supervisors and workers are not aligned with the employer's. However, when financial incentives are made contingent on group output in an experimental setting we find that workers are able to coordinate on higher effort levels if they share the same social identity. In the experiment, there is no moral hazard vis a vis the firm.