

Treatment effects

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1 Some Summary Statistics

Presence of actors

Table 1: Presence of actors

| Variable | Mean | Std. Dev. | Min. | Max. | N |
|----------|-------|-----------|------|------|------|
| p_actor | 0.151 | 0.358 | 0 | 1 | 3114 |
| p_ractor | 0.845 | 0.362 | 0 | 1 | 3114 |
| p_dem | 0.009 | 0.094 | 0 | 1 | 3114 |
| p_rdem | 0.435 | 0.496 | 0 | 1 | 3114 |

We decompose who showed up in all the possible combinations; we use 1,2,3,4 subscripts to denote the different parties 1: Employee; 2: Employee's Lawyer; 3: Firm; 4: Firm's Lawyer.

Table 2: Presence of actors

| Variable | Mean | Std. Dev. | Min. | Max. | N |
|----------|-------|-----------|------|------|------|
| v0 | 0.117 | 0.321 | 0 | 1 | 3114 |
| v1 | 0.006 | 0.08 | 0 | 1 | 3114 |
| v2 | 0.383 | 0.486 | 0 | 1 | 3114 |
| v3 | 0.001 | 0.031 | 0 | 1 | 3114 |
| v4 | 0.026 | 0.16 | 0 | 1 | 3114 |
| v12 | 0.056 | 0.23 | 0 | 1 | 3114 |
| v13 | 0 | 0.018 | 0 | 1 | 3114 |
| v14 | 0.003 | 0.057 | 0 | 1 | 3114 |
| v23 | 0.001 | 0.031 | 0 | 1 | 3114 |
| v24 | 0.318 | 0.466 | 0 | 1 | 3114 |
| v34 | 0 | 0.018 | 0 | 1 | 3114 |
| v123 | 0 | 0 | 0 | 0 | 3114 |
| v124 | 0.081 | 0.273 | 0 | 1 | 3114 |
| v134 | 0 | 0.018 | 0 | 1 | 3114 |
| v234 | 0.003 | 0.057 | 0 | 1 | 3114 |
| v1234 | 0.003 | 0.054 | 0 | 1 | 3114 |

Summary statistics for survey variables

| Anger employee | |
|--------------------------|-----|
| A lot | 143 |
| Fairly | 41 |
| Little | 18 |
| Nothing | 37 |
| Education employee | |
| Elementary | 16 |
| Secondary | 65 |
| High-School | 68 |
| + High School | 90 |
| #Cases employee's lawyer | |
| 1-10 | 106 |
| 11-30 | 126 |
| 31-100 | 256 |
| + 100 | 490 |
| #Cases firm's lawyer | |
| 1-10 | 50 |
| 11-30 | 54 |
| 31-100 | 124 |
| + 100 | 368 |

Table 3: SS survey variables

| Variable | Mean | Std. Dev. | Min. | Max. | N |
|----------------------------------|-----------|------------|------|--------|-----|
| Initial prob employee | 79.812 | 24.906 | 10 | 100 | 223 |
| Initial amount employee | 62736.224 | 87655.907 | 0 | 600000 | 188 |
| Exit prob employee | 71.076 | 28.445 | 10 | 100 | 171 |
| Exit amount employee | 54801.663 | 66298.621 | 0 | 350000 | 142 |
| Initial prob employee's lawyer | 77.762 | 20.026 | 2 | 100 | 965 |
| Initial amount employee's lawyer | 97572.459 | 112949.152 | 0 | 700000 | 768 |
| Exit prob employee's lawyer | 67.505 | 24.514 | 1 | 100 | 733 |
| Exit amount employee's lawyer | 87234.616 | 96300.243 | 0 | 600000 | 568 |
| Initial prob firm's lawyer | 40.363 | 22.95 | 1 | 100 | 584 |
| Initial amount firm's lawyer | 59030.199 | 82031.346 | 0 | 662451 | 462 |
| Exit prob firm's lawyer | 42.416 | 23.352 | 1 | 100 | 440 |
| Exit amount firm's lawyer | 56965.815 | 70131.048 | 0 | 480001 | 363 |
| Buys goods | 0.074 | 0.263 | 0 | 1 | 229 |
| Works | 0.426 | 0.496 | 0 | 1 | 230 |
| Looking for a job | 0.551 | 0.498 | 0 | 1 | 225 |

| Variable | Missing values |
|-------------------------|----------------|
| Employee | |
| Probability (baseline) | 16 |
| Amount (baseline) | 51 |
| Probability (exit) | 68 |
| Amount (exit) | 97 |
| Buys durable goods | 10 |
| Working at the time | 9 |
| Looking for a job | 14 |
| Anger employee | 0 |
| Education employee | 0 |
| Employee's Lawyer | |
| Probability (baseline) | 13 |
| Amount (baseline) | 210 |
| Probability (exit) | 245 |
| Amount (exit) | 410 |
| Cases employee's lawyer | 0 |
| Firm's Lawyer | |
| Probability (baseline) | 12 |
| Amount (baseline) | 134 |
| Probability (exit) | 156 |
| Amount (exit) | 233 |
| Cases firm's lawyer | 0 |

Update in beliefs

The update in beliefs is measured in relative terms, this is the percentage deviation of the exit survey with respect to the entrance survey

$$\frac{exit - initial}{initial}$$

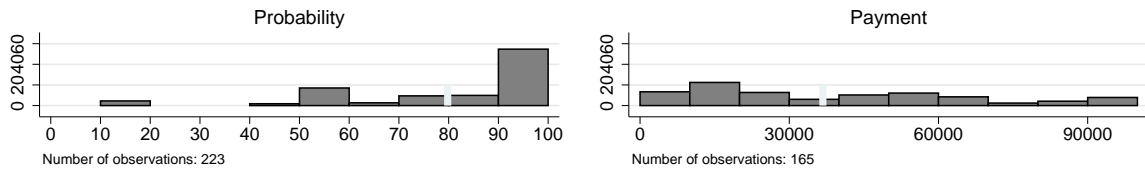
We provide two measures: Update in beliefs in probability and payment.

Table 4: Update in beliefs

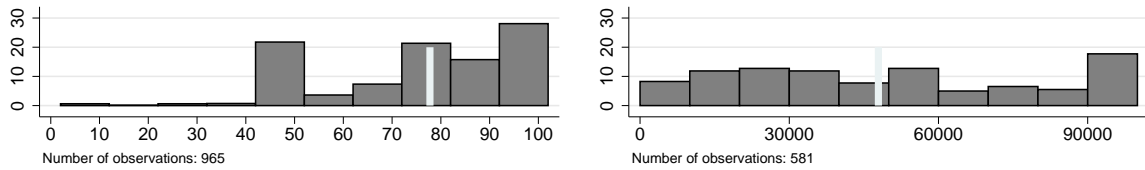
| Variable | Mean | Std. Dev. | Min. | Max. | N |
|----------------|--------|-----------|--------|-------|-----|
| update_prob_a | -0.13 | 0.249 | -0.9 | 0.111 | 151 |
| update_pago_a | -0.047 | 0.184 | -0.9 | 0.25 | 121 |
| update_prob_ra | -0.139 | 0.239 | -0.98 | 0 | 672 |
| update_pago_ra | -0.105 | 0.232 | -0.950 | 0.167 | 482 |
| update_prob_rd | -0.028 | 0.213 | -0.99 | 0.75 | 403 |
| update_pago_rd | -0.11 | 0.309 | -1 | 0.6 | 278 |

Initial beliefs

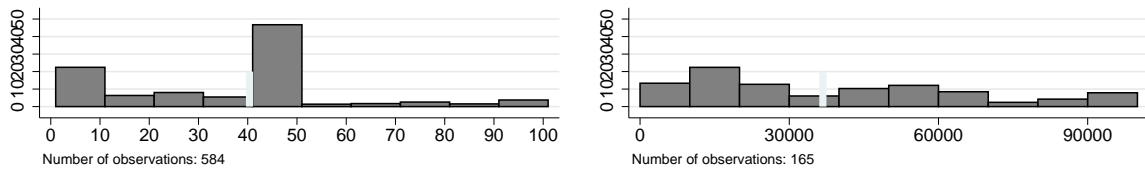
Employee



Employee's Lawyer



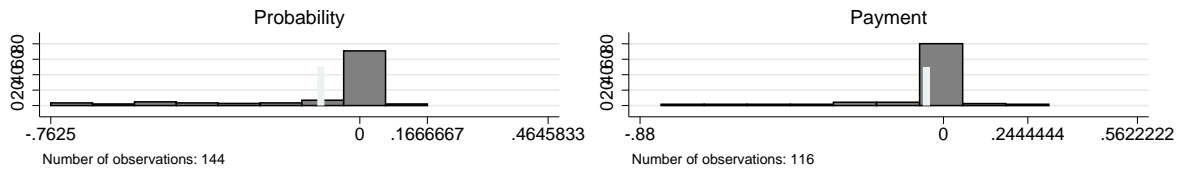
Firm's Lawyer



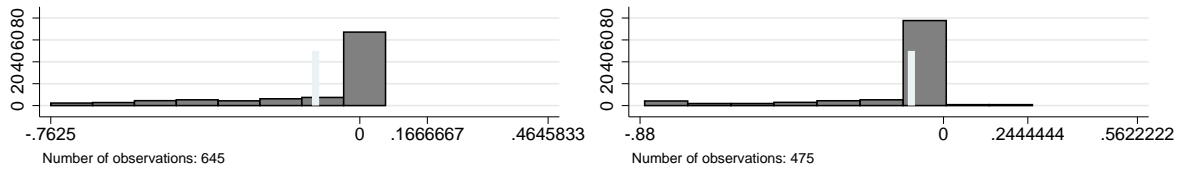
The histograms are trimmed at the 90 percentile in the case for amount. Width of bins are \$50,000 pesos for the case of amount and 10% for the case of probability.

Update in beliefs

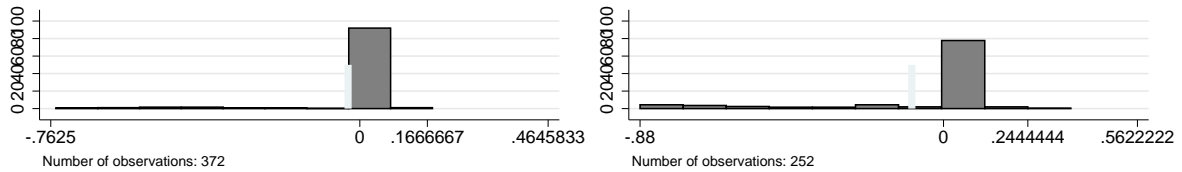
Employee



Employee's Lawyer



Firm's Lawyer



The histograms measures the update in relative terms. Width of bins is 0.25

Now we test difference in initial and exit survey in expectations. The following table shows the results.

| | Initial | Exit | p-value |
|------------------|---------------------------|-----------------------------------|---------|
| Probability | | | |
| Employee | 79.927 (24.703) | 71.945 (28.661) | 0 |
| Employees Lawyer | 77.007 (20.208) | 67.658 (24.383) | 0 |
| Firms Lawyer | 40.822 (23.101) | 42.267 (23.24) | 0.122 |
| Payment levels | | | |
| Employee | 54344.478 (64865.672) | 54930.941 (66475.183000000001) | 0.804 |
| Employees Lawyer | 97829.594 (108525.677) | 88209.612 (97808.871) | 0 |
| Firms Lawyer | 56229.145 (74573.935) | 54309.441 (67685.482) | 0.564 |
| Payment logs | | | |
| Employee | 10.219 (1.709) | 10.269 (1.617) | 0.454 |
| Employees Lawyer | 10.855 (1.569) | 10.771 (1.523) | 0.002 |
| Firms Lawyer | 9.422 (3.303) | 9.483 (3.117) | 0.554 |

Treatments: Calculadora

The following variables are dummies whether plaintiff and defendant (resp.) took part of the *calculadora*.

Table 5: **Calculadora Actora by Calculadora Demandado**

| Calculadora Actora | Calculadora Demandado | | |
|---------------------------|------------------------------|-----|-------|
| | No | Yes | Total |
| No | 1,344 | 214 | 1,558 |
| Yes | 867 | 689 | 1,556 |
| Total | 2,211 | 903 | 3,114 |

Take up treatment regression:

| | | Calculator | | Survey | |
|---------------|----------------------------------|-------------------------------|-------------------------------|----------------------------|-----------|
| | | Plaintiff | Defendant | Plaintiff | Defendant |
| Female | -0.0172 (0.0201) | 0.0319 (0.0217) | -0.0193 (0.0220) | 0.0126 (0.0201) | |
| Tenure | -0.00172 (0.00187) | 0.00321 (0.00197) | -0.00374* (0.00199) | -0.000412 (0.00179) | |
| Severance pay | -0.000000357*** (0.000000123) | -0.000000124 (0.000000129) | -0.000000216 (0.000000145) | -8.09e-08 (0.000000114) | |
| Reinstatement | 0.0483** (0.0210) | -0.00485 (0.0225) | 0.0287 (0.0231) | -0.00334 (0.0208) | |
| Public Lawyer | 0.0360* (0.0190) | -0.0289 (0.0211) | 0.0176 (0.0219) | -0.00847 (0.0197) | |
| Constant | 0.673*** (0.0318) | 0.423*** (0.0343) | 0.527*** (0.0353) | 0.301*** (0.0318) | |
| Observations | 2108 | 2108 | 2108 | 2108 | |
| R-squared | 0.00692 | 0.00365 | 0.00375 | 0.000554 | |
| Dep Var Mean | 0.703 | 0.407 | 0.526 | 0.289 | |

Conciliation (Convenio) in the day of treatment

The main variable is convenio, a dummy variable indicating whether the parts conciled or not.

Table 6: **Convenio by Calculadora Actora**

| Convenio | Calculadora Actora | | |
|-----------------|---------------------------|-------|-------|
| | No | Yes | Total |
| No concilio | 1,405 | 1,338 | 2,743 |
| Concilio | 153 | 218 | 371 |
| Total | 1,558 | 1,556 | 3,114 |

Table 7: **Convenio by Calculadora Demandado**

| Convenio | Calculadora Demandado | | |
|-----------------|------------------------------|-----|-------|
| | No | Yes | Total |
| No concilio | 2,037 | 706 | 2,743 |
| Concilio | 174 | 197 | 371 |
| Total | 2,211 | 903 | 3,114 |

2 Regression: Treatment effects

The following regressions has as dependent variable *convenio*.

Simple regression (Correlation)

Table 8: Regression with *calculadora* and controlling by junta.

| | (1) | (2) | (3) | (4) | (5) | (6) |
|----------------------|------------------------|-----------------------|------------------------|-----------------------|------------------------|-----------------------|
| Calculator plaintiff | 0.0419*** (0.0116) | 0.0374*** (0.0117) | | | -0.000788 (0.0115) | -0.00204 (0.0116) |
| Calculator defendant | | | 0.139*** (0.0149) | 0.130*** (0.0148) | 0.140*** (0.0153) | 0.130*** (0.0152) |
| Court 7 | | 0.0247 (0.0168) | | 0.0246 (0.0165) | | 0.0245 (0.0165) |
| Court 9 | | 0.00772 (0.0158) | | 0.00776 (0.0155) | | 0.00764 (0.0156) |
| Court 11 | | 0.142*** (0.0195) | | 0.132*** (0.0193) | | 0.132*** (0.0193) |
| Court 16 | | -0.00898 (0.0163) | | -0.00642 (0.0155) | | -0.00681 (0.0159) |
| Constant | 0.0982*** (0.00754) | 0.0640*** (0.0129) | 0.0787*** (0.00573) | 0.0468*** (0.0110) | 0.0790*** (0.00750) | 0.0477*** (0.0127) |
| Observations | 3114 | 3114 | 3114 | 3114 | 3114 | 3114 |
| R-squared | 0.00418 | 0.0351 | 0.0382 | 0.0646 | 0.0382 | 0.0646 |

Conditioning...

Table 9: *Calculadora actor*

| | (1) | (2) | (3) | (4) | (5) | (6) |
|----------------------|----------------------|-------------------------|------------------------|-----------------------|-----------------------|----------------------|
| Calculator plaintiff | 0.0524** (0.0222) | 0.0319* (0.0173) | 0.0284*** (0.00949) | 0.0510* (0.0294) | 0.0301 (0.0223) | 0.0261** (0.0108) |
| Court 7 | 0.0112 (0.0343) | 0.0284 (0.0291) | 0.00678 (0.0124) | -0.000132 (0.0404) | 0.0287 (0.0335) | 0.00911 (0.0151) |
| Court 9 | -0.00703 (0.0333) | 0.00697 (0.0283) | 0.00398 (0.0116) | -0.0105 (0.0387) | 0.0120 (0.0320) | 0.0104 (0.0147) |
| Court 11 | 0.177*** (0.0359) | 0.0787*** (0.0261) | 0.128 (0.0927) | 0.188*** (0.0428) | 0.0821*** (0.0298) | 0.231 (0.152) |
| Court 16 | -0.0311 (0.0322) | -0.0403 (0.0271) | -0.00314 (0.0116) | -0.00784 (0.0426) | -0.00431 (0.0357) | 0.000650 (0.0174) |
| Constant | 0.132*** (0.0268) | 0.131*** (0.0227) | 0.00424 (0.00976) | 0.133*** (0.0350) | 0.129*** (0.0277) | 0.00311 (0.0123) |
| Observations | 1285 | 1991 | 1123 | 890 | 1427 | 778 |
| R-squared | 0.0461 | 0.0150 | 0.0193 | 0.0446 | 0.00958 | 0.0249 |
| Conditioning on: | Notification | Partial Notification | No Notification | Notification & ITT | Partial & ITT | No Not & ITT |

Table 10: *Calculadora demandado*

| | (1) | (2) | (3) | (4) | (5) | (6) |
|----------------------|-----------------------|-------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Calculator defendant | 0.0727*** (0.0224) | 0.0991*** (0.0180) | 0.0941*** (0.0308) | 0.0788*** (0.0267) | 0.119*** (0.0201) | 0.0965*** (0.0321) |
| Court 7 | 0.0107 (0.0340) | 0.0306 (0.0289) | 0.00705 (0.0121) | -0.00153 (0.0399) | 0.0280 (0.0332) | 0.0105 (0.0149) |
| Court 9 | -0.00647 (0.0330) | 0.00799 (0.0281) | 0.00360 (0.0114) | -0.00939 (0.0382) | 0.0139 (0.0316) | 0.0115 (0.0146) |
| Court 11 | 0.173*** (0.0358) | 0.0876*** (0.0258) | 0.128 (0.0900) | 0.182*** (0.0429) | 0.0938*** (0.0293) | 0.231 (0.147) |
| Court 16 | -0.0326 (0.0313) | -0.0324 (0.0264) | -0.00164 (0.0111) | -0.0136 (0.0424) | -0.00798 (0.0353) | 0.00721 (0.0172) |
| Constant | 0.127*** (0.0245) | 0.103*** (0.0211) | 0.00859 (0.00819) | 0.122*** (0.0290) | 0.0806*** (0.0238) | 0.00674 (0.00946) |
| Observations | 1285 | 1991 | 1123 | 890 | 1427 | 778 |
| R-squared | 0.0500 | 0.0295 | 0.0449 | 0.0500 | 0.0312 | 0.0565 |
| Conditioning on: | Notification | Partial Notification | No Notification | Notification & ITT | Partial & ITT | No Not & ITT |

Adding presence of employee

Table 11: Employee's presence

| | (1) | (2) | (3) |
|--------------------------|------------------------|------------------------|------------------------|
| Calculator plaintiff | 0.0186* (0.0112) | | -0.00951 (0.0111) |
| Calculator defendant | | 0.0951*** (0.0147) | 0.0985*** (0.0149) |
| Employee present (EP) | 0.169*** (0.0350) | 0.115*** (0.0232) | 0.146*** (0.0335) |
| Calculator plaintiff##EP | 0.0356 (0.0445) | | -0.0580 (0.0445) |
| Calculator defendant##EP | | 0.187*** (0.0460) | 0.209*** (0.0482) |
| Constant | 0.0808*** (0.00729) | 0.0635*** (0.00557) | 0.0671*** (0.00729) |
| Observations | 3114 | 3114 | 3114 |
| R-squared | 0.0485 | 0.0883 | 0.0897 |

Instrumenting treatment with intent to treat

...as treatment is endogenous with operation day.

Table 12: IV (Second Stage). Plaintiff

| Plaintiff | | | | | | | |
|------------------------------------|------------------------|-----------------------|------------------------|-----------------------|----------------------|-----------------------|-----------------------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) |
| ITT | 0.0377*** (0.0120) | 0.0324*** (0.0123) | | | | | |
| Calculator (instrumented with ITT) | | | 0.0554*** (0.0176) | 0.0509*** (0.0178) | 0.0673** (0.0324) | 0.0532** (0.0266) | 0.0357*** (0.0124) |
| Court 7 | | 0.0255 (0.0168) | | 0.0259 (0.0166) | 0.0116 (0.0343) | 0.0357 (0.0292) | 0.00728 (0.0124) |
| Court 9 | | 0.00685 (0.0159) | | 0.0110 (0.0157) | -0.00680 (0.0333) | 0.0133 (0.0285) | 0.00457 (0.0116) |
| Court 11 | | 0.142*** (0.0196) | | 0.133*** (0.0191) | 0.178*** (0.0359) | 0.108*** (0.0271) | 0.130 (0.0923) |
| Court 16 | | -0.00772 (0.0166) | | -0.0186 (0.0164) | -0.0282 (0.0325) | -0.0362 (0.0276) | -0.00154 (0.0117) |
| Notified | | | | 0.127*** (0.0123) | 0 (.) | 0.0935*** (0.0183) | 0 (.) |
| Constant | 0.0924*** (0.00961) | 0.0594*** (0.0149) | 0.0914*** (0.00987) | 0.00727 (0.0147) | 0.123*** (0.0300) | 0.0470 (0.0291) | 0.000249 (0.0102) |
| Observations | 3114 | 3114 | 3114 | 3114 | 1285 | 1991 | 1123 |
| R-squared | 0.00281 | 0.0339 | 0.00374 | 0.0718 | 0.0457 | 0.0271 | 0.0187 |
| Conditioning on: | | | | | Notification | Partial Not | No Not |

Table 13: IV (Second Stage). Defendant

| | | Defendant | | | | |
|------------------------------------|----------|-----------------------|-----------------------|----------------------|-----------------------|----------------------|
| | | (3) | (4) | (5) | (6) | (7) |
| Calculator (instrumented with ITT) | | 0.0973*** (0.0307) | 0.0875*** (0.0306) | 0.0766** (0.0369) | 0.0677** (0.0338) | 0.220*** (0.0767) |
| | Court 7 | | 0.0245 (0.0163) | 0.0108 (0.0340) | 0.0356 (0.0290) | 0.0100 (0.0127) |
| | Court 9 | | 0.00891 (0.0154) | -0.00639 (0.0331) | 0.0119 (0.0282) | 0.00619 (0.0126) |
| | Court 11 | | 0.127*** (0.0189) | 0.173*** (0.0357) | 0.109*** (0.0270) | 0.133 (0.0855) |
| | Court 16 | | -0.0203 (0.0161) | -0.0321 (0.0319) | -0.0378 (0.0272) | 0.00867 (0.0131) |
| | Notified | | 0.105*** (0.0149) | 0 (.) | 0.0843*** (0.0188) | 0 (.) |
| | Constant | 0.0909*** (0.0100) | 0.0189 (0.0123) | 0.125*** (0.0291) | 0.0535* (0.0274) | -0.00627 (0.0120) |
| Observations | | 3114 | 3114 | 1285 | 1991 | 1123 |
| R-squared | | 0.0347 | 0.0863 | 0.0500 | 0.0384 | . |
| Conditioning on: | | | | Notification | Partial Not | No Not |

First stage

Table 14: IV (First stage). Plaintiff

| | | Plaintiff | | | | |
|------------------|----------|------------------------|-----------------------|----------------------|-----------------------|----------------------|
| | | (3) | (4) | (5) | (6) | (7) |
| ITT | | 0.681*** (0.0107) | 0.679*** (0.0112) | 0.722*** (0.0168) | 0.704*** (0.0136) | 0.638*** (0.0198) |
| | Court 7 | | 0.00758 (0.0227) | 0.0223 (0.0344) | 0.0274 (0.0300) | -0.0175 (0.0345) |
| | Court 9 | | -0.0317 (0.0232) | -0.00906 (0.0360) | -0.0400 (0.0319) | -0.0262 (0.0338) |
| | Court 11 | | -0.00328 (0.0225) | 0.0138 (0.0329) | -0.00163 (0.0278) | -0.0478 (0.101) |
| | Court 16 | | -0.0261 (0.0230) | -0.0106 (0.0334) | -0.0255 (0.0301) | -0.0280 (0.0359) |
| | Notified | | 0.0512*** (0.0141) | 0 (.) | 0.0500*** (0.0193) | 0 (.) |
| | Constant | 0.0176*** (0.00436) | 0.00775 (0.0178) | 0.0150 (0.0246) | -0.0108 (0.0272) | 0.0405 (0.0255) |
| Observations | | 3114 | 3114 | 1285 | 1991 | 1123 |
| R-squared | | 0.383 | 0.387 | 0.448 | 0.405 | 0.353 |
| Conditioning on: | | | | Notification | Partial Not | No Not |

Table 15: IV (First Stage). Defendant

| | Defendant | | | | |
|------------------|------------------------|-----------------------|----------------------|-----------------------|-----------------------|
| | (3) | (4) | (5) | (6) | (7) |
| ITT | 0.388*** (0.0112) | 0.395*** (0.0119) | 0.635*** (0.0179) | 0.554*** (0.0148) | 0.104*** (0.0138) |
| Court 7 | | 0.0201 (0.0228) | 0.0306 (0.0385) | 0.0231 (0.0340) | -0.0153 (0.0252) |
| Court 9 | | 0.00543 (0.0227) | -0.0132 (0.0397) | -0.00962 (0.0349) | -0.0116 (0.0246) |
| Court 11 | | 0.0660*** (0.0229) | 0.0701* (0.0358) | -0.0209 (0.0307) | -0.0241 (0.0697) |
| Court 16 | | 0.00389 (0.0226) | 0.0410 (0.0361) | 0.00432 (0.0327) | -0.0510** (0.0230) |
| Notified | | 0.286*** (0.0147) | 0 (.) | 0.175*** (0.0208) | 0 (.) |
| Constant | 0.0154*** (0.00409) | -0.128*** (0.0179) | -0.0150 (0.0271) | -0.104*** (0.0305) | 0.0363** (0.0182) |
| Observations | 3114 | 3114 | 1285 | 1991 | 1123 |
| R-squared | 0.151 | 0.252 | 0.343 | 0.277 | 0.0350 |
| Conditioning on: | | | Notification | Partial Not | No Not |

Controlling for number of cases (litigios)

Table 16: Number of cases

| | (1) | (2) | (3) | (4) | (5) |
|-------------------------|----------------------|----------------------|----------------------|---------------------|----------------------|
| Calculator plaintiff | | -0.0249 (0.0428) | | -0.0649 (0.111) | -0.0544 (0.111) |
| Calculator defendant | 0.127*** (0.0425) | | 0.169*** (0.0568) | | 0.165*** (0.0570) |
| Cases defendant: 11-30 | 0.0287 (0.0846) | | 0.107 (0.129) | 0.105 (0.128) | 0.105 (0.130) |
| Cases defendant: 31-100 | 0.0168 (0.0707) | | 0.0149 (0.102) | 0.0120 (0.103) | 0.0113 (0.103) |
| Cases defendant: +100 | -0.0527 (0.0620) | | -0.0480 (0.0904) | -0.0590 (0.0905) | -0.0520 (0.0905) |
| Cases plaintiff 11-30 | | -0.0189 (0.0433) | -0.0157 (0.106) | -0.0180 (0.108) | -0.0118 (0.107) |
| Cases plaintiff 31-100 | | -0.0174 (0.0385) | -0.0851 (0.0912) | -0.0798 (0.0919) | -0.0848 (0.0919) |
| Cases plaintiff +100 | | 0.00209 (0.0365) | -0.0502 (0.0860) | -0.0456 (0.0881) | -0.0469 (0.0875) |
| Constant | 0.108 (0.0686) | 0.154*** (0.0500) | 0.126 (0.127) | 0.350** (0.156) | 0.182 (0.164) |
| Observations | 596 | 978 | 310 | 310 | 310 |
| R-squared | 0.0153 | 0.00127 | 0.0271 | 0.0190 | 0.0281 |

Update in beliefs

Table 17: Update in probability

| | Settlement | | |
|--------------|----------------------|----------------------|----------------------|
| | (Employee) | (Employee's Lawyer) | (Firm's Lawyer) |
| Update prob | -0.0505 (0.128) | 0.00193 (0.0576) | 0.0156 (0.106) |
| Constant | 0.179*** (0.0351) | 0.125*** (0.0151) | 0.219*** (0.0209) |
| Observations | 151 | 672 | 403 |
| R-squared | 0.00104 | 0.00000195 | 0.0000645 |
| IndVarMean | -0.130 | -0.139 | -0.0279 |

Table 18: Update in payment

| | Settlement | | |
|----------------|----------------------|----------------------|----------------------|
| | (Employee) | (Employee's Lawyer) | (Firm's Lawyer) |
| Update payment | 0.192 (0.147) | -0.109 (0.0821) | 0.0508 (0.0751) |
| Constant | 0.224*** (0.0395) | 0.121*** (0.0169) | 0.218*** (0.0264) |
| Observations | 121 | 482 | 278 |
| R-squared | 0.00729 | 0.00556 | 0.00147 |
| IndVarMean | -0.0467 | -0.105 | -0.110 |

Which conciliator is better?

Table 19: Dummies by each conciliator

| | Defendant | | Plaintiff | |
|------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | (1) | (2) | (1) | (2) |
| Calculator | 0.146*** (0.0154) | 0.166*** (0.0389) | 0.0389*** (0.0147) | 0.0435 (0.0335) |
| ANA | 0.0104 (0.0351) | 0.0248 (0.0374) | 0.0215 (0.0355) | 0.109 (0.0760) |
| LUCIA | -0.0127 (0.0347) | -0.0361* (0.0211) | 0.00549 (0.0362) | 0.0393 (0.0704) |
| JACQUIE | 0.0389 (0.0330) | 0.00568 (0.0221) | 0.0373 (0.0349) | 0.0832 (0.0782) |
| MARINA | -0.0484* (0.0294) | -0.0135 (0.0212) | -0.0617** (0.0307) | -0.0961 (0.0681) |
| KARINA | 0.115* (0.0664) | 0.127 (0.0872) | 0.117* (0.0664) | -0.0109 (0.107) |
| MARIBEL | 0.0655 (0.0447) | -0.0310 (0.0471) | 0.0787* (0.0462) | -0.0315 (0.0759) |
| DEYANIRA | 0.132*** (0.0507) | 0.0967 (0.0614) | 0.128** (0.0516) | 0.121 (0.0871) |
| GUSTAVO | 0 (.) | 0 (.) | 0 (.) | 0 (.) |
| CORRAL | 0.0380 (0.0351) | 0.0564 (0.0414) | 0.0495 (0.0356) | 0.0611 (0.0632) |
| AGUSTIN | -0.0449 (0.0308) | -0.0352 (0.0284) | -0.0505 (0.0313) | -0.0173 (0.0526) |
| MARGARITA | 0.0587* (0.0314) | 0.0555* (0.0298) | 0.0646** (0.0318) | 0.0427 (0.0550) |
| LUPITA | -0.0157 (0.0269) | 0.00930 (0.0282) | -0.0202 (0.0272) | -0.0453 (0.0454) |
| ISAAC | 0.0140 (0.0296) | -0.0186 (0.0257) | 0.0152 (0.0308) | 0.0274 (0.0521) |
| HIGUERA | 0.00401 (0.0236) | 0.0285 (0.0236) | 0.00413 (0.0241) | 0.0452 (0.0432) |
| DOCTOR | -0.0184 (0.0302) | 0.00784 (0.0272) | -0.0107 (0.0309) | -0.0159 (0.0405) |
| CESAR | -0.0229 (0.0328) | -0.0300 (0.0263) | -0.0326 (0.0337) | -0.0425 (0.0384) |
| Constant | 0.0573*** (0.0160) | 0.0496*** (0.0149) | 0.0874*** (0.0189) | 0.0831*** (0.0254) |
| Interaction Term | NO | YES | NO | YES |
| Observations | 2205 | 2205 | 2205 | 2205 |
| R-squared | 0.0784 | 0.0869 | 0.0365 | 0.0415 |

Table 20: Interaction term

| Interaction Terms | Defendant | Plaintiff |
|----------------------|---------------------|----------------------|
| Calculator#ANA | -0.0313 (0.0751) | -0.121 (0.0854) |
| Calculator#LUCIA | 0.0569 (0.0815) | -0.0453 (0.0830) |
| Calculator#JACQUIE | 0.0802 (0.0782) | -0.0601 (0.0877) |
| Calculator#MARINA | -0.0856 (0.0686) | 0.0477 (0.0769) |
| Calculator#KARINA | -0.0344 (0.133) | 0.164 (0.134) |
| Calculator#MARIBEL | 0.161* (0.0853) | 0.142 (0.0938) |
| Calculator#DEYANIRA | 0.0703 (0.104) | 0.00278 (0.108) |
| Calculator#CORRAL | -0.0316 (0.0720) | -0.00780 (0.0763) |
| Calculator#AGUSTIN | -0.0246 (0.0724) | -0.0422 (0.0649) |
| Calculator#MARGARITA | 0.00763 (0.0728) | 0.0275 (0.0669) |
| Calculator#LUPITA | -0.0852 (0.0614) | 0.0349 (0.0574) |
| Calculator#ISAAC | 0.0909 (0.0694) | -0.0145 (0.0649) |
| Calculator#HIGUERA | -0.0624 (0.0528) | -0.0561 (0.0524) |
| Calculator#DOCTOR | -0.0601 (0.0651) | 0.00915 (0.0576) |
| Calculator#CESAR | 0.00838 (0.0739) | 0.0142 (0.0594) |

Some last controls

Table 21: Covariates employee survey

| Variable | Obs | Mean | Std. Dev. | Min | Max |
|----------------------|-----|-----------|-----------|-----|-----|
| Anger employee | | | | | |
| Fairly | 239 | 0.1715481 | 0.3777784 | 0 | 1 |
| Little | 239 | 0.0753138 | 0.2644508 | 0 | 1 |
| Nothing | 239 | 0.1548117 | 0.3624842 | 0 | 1 |
| Bought durable goods | 229 | 0.0742358 | 0.2627285 | 0 | 1 |
| Education | | | | | |
| Secondary | 239 | 0.2719665 | 0.4459066 | 0 | 1 |
| High-School | 239 | 0.2845188 | 0.4521318 | 0 | 1 |
| + High School | 239 | 0.376569 | 0.4855422 | 0 | 1 |
| Works | 230 | 0.426087 | 0.4955852 | 0 | 1 |
| Looking for job | 225 | 0.5511111 | 0.4984898 | 0 | 1 |

Table 22: Controlling for some answers in employee survey

| | (1) | (2) | (3) |
|----------------------|----------------------|----------------------|----------------------|
| Calculator plaintiff | -0.0284 (0.118) | | -0.0599 (0.112) |
| Calculator defendant | | 0.173*** (0.0583) | 0.175*** (0.0584) |
| Anger: fairly | 0.0667 (0.0726) | 0.0910 (0.0715) | 0.0915 (0.0718) |
| Anger: little | 0.134 (0.119) | 0.128 (0.115) | 0.126 (0.112) |
| Anger: nothing | 0.201** (0.0934) | 0.218** (0.0876) | 0.215** (0.0880) |
| Buys durable goods | -0.109 (0.0949) | -0.130 (0.0982) | -0.136 (0.101) |
| Secondary | 0.150*** (0.0522) | 0.123** (0.0538) | 0.123** (0.0543) |
| High School | 0.236*** (0.0641) | 0.209*** (0.0642) | 0.212*** (0.0656) |
| + High School | 0.152*** (0.0508) | 0.116** (0.0535) | 0.118** (0.0547) |
| Works at the time | 0.0391 (0.0738) | 0.0329 (0.0709) | 0.0335 (0.0712) |
| Looking for a job | 0.000235 (0.0732) | 0.00360 (0.0690) | 0.00415 (0.0693) |
| Constant | -0.0185 (0.125) | -0.0826 (0.0685) | -0.0275 (0.118) |
| Observations | 221 | 221 | 221 |
| R-squared | 0.0667 | 0.112 | 0.113 |

Table 23: Covariates iniciales

| Variable | Mean | Std. Dev. | Min. | Max. | N |
|-----------------|-----------|-----------|-------|-------------|------|
| gen | 0.446 | 0.497 | 0 | 1 | 2108 |
| c_antiguedad | 4.049 | 5.462 | 0.003 | 44.822 | 2108 |
| c_indem | 55236.205 | 79282.709 | 0 | 1364212.625 | 2108 |
| reinst | 0.49 | 0.5 | 0 | 1 | 2108 |
| tipo_abogado_ac | 1.144 | 0.516 | 1 | 3 | 2108 |

Table 24: Controlling for some initial variables

| | (1) | (2) | (3) |
|----------------------|-------------------------------|-------------------------------|------------------------------|
| Calculator plaintiff | 0.0365** (0.0152) | | 0.0196 (0.0149) |
| Calculator defendant | | 0.154*** (0.0158) | 0.152*** (0.0158) |
| Female | 0.0161 (0.0149) | 0.0105 (0.0145) | 0.0109 (0.0145) |
| Tenure | -0.00272*** (0.000943) | -0.00328*** (0.000945) | -0.00324*** (0.000946) |
| Severance pay | -0.000000203*** (7.24e-08) | -0.000000197*** (7.42e-08) | -0.000000190** (7.46e-08) |
| Reinstatement | -0.0350** (0.0153) | -0.0325** (0.0149) | -0.0335** (0.0150) |
| Public lawyer | 0.000722 (0.0158) | 0.00648 (0.0151) | 0.00572 (0.0151) |
| Constant | 0.136*** (0.0267) | 0.0958*** (0.0237) | 0.0834*** (0.0259) |
| Observations | 2108 | 2108 | 2108 |
| R-squared | 0.0120 | 0.0597 | 0.0604 |