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EDUCATION

University of Amsterdam

PhD Candidate in Strategy

Advisors: Prof. Dr. Sander Onderstal and Prof. Dr. Jan-Willem Stoelhorst

Amsterdam, the Netherlands

Sep 2019 – current

University of Nottingham

Research visit (Visiting Student Research Collaborator)

Host: Prof. Dr. Silvia Sonderegger

Nottingham, UK

Sep 2023 – Dec 2023

Tinbergen Institute

MPhil in Economics (Behavioral Economics)

Amsterdam, the Netherlands

Sep 2017 - Aug 2019

Universidade de Brasília

MPhil in Economics

Brasília, Brazil

Jan 2015 – Jan 2017

Univesidade Federal De Minas Gerais

BSc in Economics

Belo Horizonte, Brazil

Sep 2019 – Dec 2014

RESEARCH

Primary fields: Experimental Economics.

Secondary fields: Behavioral Economics, IO, Gender Economics, Sustainability, Business Strategy.

Job Market Paper (Working Paper)

“The Impact of Monetary Penalties on Prosocial Motivation: Unveiling Crowding-Out (in) Effects and the Role of Contextual Changes and Social Norms”, 2023

Abstract: Monetary penalties are employed across various contexts and formats to deter undesirable behaviors, yielding complex and often contradictory consequences. In some cases, the introduction of penalties leads to a deterioration of the situation, known as crowding-out effects, while in others, individuals display a propensity to follow rules and respect penalties, potentially resulting in improvements and even crowding-in effects. This article aims to reconcile these opposing theories by exploring how monetary penalties influence prosocial behavior and by exemplifying how minor contextual changes lead to different outcomes. To do this, we do an experiment using a modified dictator game, subjecting participants to two subtly distinct penalty conditions: a “fine” - imposed after the dictator takes money - and a “fee” - paid before receiving money. Our findings reveal that penalties have heterogeneous impacts on participants. While some individuals take money more intensively when facing a penalty (the crowding-out effect), others abstain from taking money, even when they take large amounts without the penalty (crowding-in effect). Moreover, at the aggregate level, the “fine” shows no significant impact on the amount taken, suggesting the penalty’s ineffectiveness, however, the “fee” leads to a substantial reduction, illustrating how minor changes lead to different conclusions. Notably, the “fee” also results in a greater reduction in instances where money is taken compared to the “fine.” Finally, our study demonstrates that monetary penalties trigger shifts in social norms. These shifts can partially explain the observed crowding-out (in) effects but cannot explain the differences between “fine” and “fee.”

Other Working Papers

“Sex, Lies, and Punishment: Gender Punishment Gap After Suspected Dishonesty” (with Pia Fischer), 2023.

Abstract: The punishment gap refers to minorities and underprivileged groups facing more severe punishment for mistakes or transgressions compared to other groups. Untangling the reasons behind the punishment gap is challenging due to the complex interplay of various factors. We investigate gender differences in receiving punishment for suspected dishonesty within a controlled experiment, using a sender-receiver game. Our results show that males engage in selfish lies more frequently than females and they are more likely to be punished for such lies. We also explored individuals' beliefs about dishonesty, considering empirical expectations, normative expectations, and gender-based causal attribution as potential explanations for the observed behaviors. To capture this causal attribution, we developed a new methodology to incentivize the investigation of how people perceive the same behavior differently when it is done by males or females. The findings suggest that empirical expectations might explain the observed behavior, as males are expected to lie more often. The results also suggest that participants perceive lying behaviors to be less socially acceptable than honestly disclosing a selfish outcome. Additionally, lies are often attributed to motives involving ‘rational calculations,’ with females showing higher levels of such attributions compared to males.

“The Role of Roles: The Impact of Leadership Role on Behavior and Norms in a Public Good Game” (with Sander Onderstal & Jan-Willem Stoelhorst), 2023.

Abstract: In society, we assume various roles, such as fathers, mothers, teachers, or leaders, which significantly influence behavior and norms. This study investigates the impact of these roles on behavior and norms in social contexts, with a specific focus on labeling individuals as ‘Group Leaders’ in a public goods game. In the first experiment, participants labeled as ‘Group Leaders’ displayed increased contributions in the first round, and other participants were more willing to follow their lead in making contributions. The second experiment explores the role of social norms, analyzing both empirical and normative expectations. It also introduces a new measure to capture social attributions related to leaders. New participants examine both the ‘Group Leader’ and control conditions, revealing expectations of higher contributions from leaders in the first round, along with different attributions such as varying levels of responsibility. In conclusion, this study underscores how roles indirectly shape behavior and norms, offering insights into their influence on group dynamics and generating potential new perspectives for behavioral interventions.

Research In Progress

“Unveiling the Crowding-Out Effects: Exploring the Diverse Impacts of Environmental Legislation on Fine, Carbon Market, and Fee” (With Ruben van Oosten).

“Beyond Profit Maximization: CSR, Incentives and Value Creation” (With Jan-Willem Stoelhorst)

“Gender inequality and payment schemes” (With Alejandro Hirmas & Yun Xiao)

TEACHING EXPERIENCE

University of Amsterdam

Economics and Market Organizations (BSc) • Fall 2019-Fall 2022 • TA for Prof. Dr. Sander Onderstal

Theories of Strategy (MPhil) • Fall 2019-Fall 2023 • TA for Dr. Jan-Williem Stoelhorst

Strategy and Organisation • Fall 2021 • TA for Dr. Pushpika Vishwanathan

Bachelor in Economics thesis supervision (x20) • 2021 and 2022

Master in Strategy thesis supervision (x2) • 2021

Tinbergen Institute

Statistics (MPhil) • Fall 2018 • TA for Prof. Dr. Peter Spreij

Principles in Programming in Econometrics (MPhil) • Fall 2018 • TA for Dr. Charles Bos

SEMINARS AND CONFERENCES

2023: University of Nottingham (PhD seminar, UK), Tinbergen Institute PhD Jamboree (Amsterdam, the Netherlands), University of Amsterdam (PhD Lunch seminar, the Netherlands), Economics Science Associating - World meeting (Lyon, France), Economics Science Associating - European meeting (Exeter,

UK), Society for the Advancement of Behavioral Economics (Nice, France), Tinbergen Institute (PhD Lunch seminar, Amsterdam, the Netherlands), International Association for Conflict Management (Thessaloniki, Greece), CBESS-CeDEx-CREED Meeting (Nottingham, UK).

2023: Invited for an internal seminar at the University of Paderborn.

2022: Economics Science Associating - European Meeting (Bologna - Italy), CBESS-CeDEx-CREED Meeting (Amsterdam, UK), International Conference on Social Dilemmas (Copenhagen - Denmark), Creed Seminar (PhD Seminar, Amsterdam)

2021: 2021 Economics Science Associating - Global Online Around-the-Clock Meetings (online), Tilburg Institute for Behavioral Economics Research (online), Summer School RExSchool21 on Experimental and Behavioural Economics of Social Norms and Social Preferences (Online)

2020: Brown Bag Econometrics Lunch Seminar (University of Amsterdam, the Netherlands), Creed Seminar (online)

PRIZES AND AWARDS

- Tinbergen Institute Scholarship (2018-2020)
- Coordenação de Aperfeiçoamento de Pessoal de Nível Superior (CAPES) scholarship (2015-2017)
- Prize best project - "Sex, Lies, and Punishment: Gender Punishment Gap After Suspected Dishonesty" - Summer School RExSchool21 on Experimental and Behavioural Economics of Social Norms and Social Preferences
- A Sustainable Future Grant 2022: "Unveiling the Crowding-Out Effects: Exploring the Diverse Impacts of Environmental Legislation on Fine, Carbon Market, and Fee"
- A Sustainable Future Grant 2021: "Beyond Profit Maximization: CSR, Incentives and Value Creation"
- A Sustainable Future Grant 2020: "Gender inequality and payment schemes"

SKILLS

Languages: Portuguese (native), English (fluent), Dutch (beginner)

Programming: Stata, HTML, java-script, Python, Otree and \LaTeX

REFERENCES

Prof. Dr. Sander Onderstal
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Prof. Dr. Jan-Willem Stoelhorst
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Prof. Dr. Silvia Sonderegger
University of Nottingham
Sir Clive Granger Building
Nottingham, NG7, 2RD
Silvia.Sonderegger@nottingham.ac.uk