

# CHRISTINE ALAMAA

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## ADDRESS

Universitetsvägen 10F  
Stockholm University  
SE-106 91, Stockholm

## PERSONALS

Citizenship: Swedish  
Year of Birth: 1984  
 +46(0) 76- 212 92 32

PRIMARY RESEARCH FIELDS: Behavioural Economics, Experimental Economics, Labour Economics

SECONDARY RESEARCH FIELDS: Economics of Gender, Applied Microeconomics

AFFILIATIONS & OTHER NETWORKS: [GAINS](#); [Laborocto](#); [SPDE](#) (SU & SSE); [Stockholm Institute of Transition Economics \(SITE\)](#); [SEFORIS](#) Research Programme; [ENTER](#)

## CURRENT POSITION

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**Swedish Institute for Social Research (SOFI), Stockholm University**

2019–2025

Doctoral Student in Economics

Planned Public Defence of Doctoral Thesis: *17 December 2025*

## EDUCATION

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**European University Institute (EUI)**

2019–2020

Visiting PhD Student, Host: Prof. Sule Alan

**Department of Economics, Stockholm University**

2014

M.Sc Economics and Econometrics

**Stockholm University**

2007

B.Sc (Econ.), Economics

## REFERENCES

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**Jenny Säve-Söderbergh** (Main Advisor)

[jenny.save-soderbergh@sofi.su.se](mailto:jenny.save-soderbergh@sofi.su.se)

Associate Professor of Economics

Swedish Institute for Social Research (SOFI), Stockholm University

**Erik Lindqvist**

[erik.lindqvist@sofi.su.se](mailto:erik.lindqvist@sofi.su.se)

Professor of Economics

Swedish Institute for Social Research (SOFI), Stockholm University

**Chloé Le Coq**

[chloe.le-coq@assas-universite.fr](mailto:chloe.le-coq@assas-universite.fr)

Professor of Economics

[chloe.lecoq@hhs.se](mailto:chloe.lecoq@hhs.se)

Department of Economics & CRED, University of Paris, Panthéon-Assas

## JOB MARKET PAPER

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### **“Social Aspects of Job Competitions: Gender Gaps in Self-Assessment”**

*Short abstract:* Competitions, particularly in professional contexts, reveal information not only about relative ability but also about self-perception. They transform personal judgements into social knowledge that others can observe and evaluate. This paper examines how exposure—through private feedback or public observability—affects self-assessed rank and confidence, and whether these effects differ by gender. I propose a framework in which individuals incur psychological costs when inaccurate self-beliefs are revealed, either privately or publicly, and test its predictions in a repeated experimental setting. The results show that women evaluate themselves more moderately than men, while public observability of belief accuracy reduces overconfidence for both genders. In contrast, private feedback produces gender-specific learning: women adjust more after overestimation, men after underestimation. Together, the results highlight feedback and observability as distinct social mechanisms shaping competitive behaviour and suggest that belief exposure in competitive settings helps explain how gender differences in self-assessment emerge and persist in labour markets. [\[Latest version\]](#)

## PUBLICATIONS

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**“Collaboration and economic performance: The case of social entrepreneurs in Sweden”** (with Chloé Le Coq and Clara My Lernborg) in *SIR Book Sustainable Development and Business*, Markus Kallifatides and Lin Lerpold (eds.), 2016.

**“Emotional Susceptibility to Public Scrutiny and Vaccine Hesitancy: An Exploratory Experimental Analysis”** (with Alice Dominici), Accepted (*forthcoming*) in *The Italian Economic Journal*, 2025.

*Abstract:* This paper explores the understudied link between self-consciousness and vaccine scepticism, combining an experimental approach with causal forests to estimate individual treatment effects. Leveraging data from a lab experiment with Italian university students, we find that individuals who are more easily induced to self-conscious responses (e.g., feeling shame or embarrassment) tend to hold stronger vaccine misbeliefs. Rather than a causal effect of self-consciousness elicitation on vaccine attitudes, our results highlight a correlation between pre-treatment attitudes and susceptibility to self-conscious emotions. This underlines the importance of policy interventions aimed at effective public health communication, since more sceptical individuals may avoid discussing with health professionals or develop self-conscious emotions as the result of these discussions, further exacerbating their vaccine hesitancy. [\[Version\]](#)

## WORKING PAPERS

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### **“The Employer Bias: A Lab-based Study on Evaluating Employees’ Self-Assessments”**

*Short abstract:* In many organisational contexts, managers rely on limited information—such as employee self-evaluations and perceived relative performance—when allocating tasks, promotions, and pay. While there is ample evidence on the role of individuals’ often biased self-representations, much less is known about how such expressions are judged by others. I use a laboratory experiment (192 employers evaluating 576 employees) to study whether particular self-confidence errors are perceived as typically male or female and whether interpretations of employee performance differ by employer gender. The results show that female employers consistently perceive employees as less confident than male employers do. Making self-confidence biases explicit activates employers’ gender stereotypes: underconfidence is linked to women, overconfidence to men. These findings document social biases in interpreting performance and confidence, with potential implications for gender dynamics and managerial decisions in organisations.

## **“Do Women Ask for Less and Give In More than Men Do in Negotiations? A Lab-based Study of Gender Gaps in Asking, Accommodating, and Subsequent Outcomes”** (with Jenny Säve-Söderbergh)

*Short abstract:* Negotiations are central in determining compensation and career progression, yet much remains to be learned about how gender differences manifest in these interactions. Using an interactive worker–employer salary negotiation for an incentivised laboratory job, this paper examines gender gaps in behaviour and outcomes. Despite negotiating for the same position, women ask for less and display greater accommodative behaviour towards their counterparts. These strategies increase the likelihood of agreement but lead to lower agreed salaries. Conditional on initial asks, outcome differences largely disappear. The findings provide novel evidence on accommodation as a behavioural mechanism in negotiations and offer new insights into the origins of gender pay disparities in the labour market. [\[Version\]](#)

## **WORK IN PROGRESS**

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“Self-Confidence, Risk and Financial Literacy in the Lab” (with Jenny Säve-Söderbergh)

## **OTHER WRITING**

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“Mixing and Matching: The Driving Forces behind Financing Modes of Social Enterprises” (with Chloé Le Coq), *European Commission Policy Briefs*, 2017

“A first analysis and profiling of social enterprises in Sweden prepared by the SEFORIS research consortium” (with Chloé Le Coq and Zorica Truklja), *SEFORIS research consortium*, 2016

“The State of Social Entrepreneurship in Sweden” *SEFORIS Country Report (2014)*, available at: [Swedish Country Report](#)

## **AWARDS AND GRANTS**

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**Swedish Research Council for Health, Working Life and Welfare (FORTE)** 2025-28  
Research Project with Jenny Säve-Söderbergh (PI), (4,860,000SEK)

**Handelsbankens Forskningsstiftelse** 2025-28  
Research Grant with Jenny Säve-Söderbergh (PI), (1,395,000SEK)

**Swedish Research Council for Health, Working Life and Welfare (FORTE)** 2023-26  
Research Programme with Johanna Rickne (PI) and others (8,300,000SEK)

**Institute for Evaluation of Labour Market and Education Policy (IFAU)** 2019-23  
Research Grant with Jenny Säve-Söderbergh (PI), (502,000SEK)

**Widar Bagge’s** 2016/17  
Scholarship for Research Studies

**E and H. Rhodin** 2015/16  
Scholarship for Research Studies

## **TEACHING**

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**Econometric Methods, Stockholm University** (BSc. Economics) 2016/17

**Introduction to Microeconomics, Stockholm University** (BSc. in Economics) 2012-14

## PRESENTATIONS (recent)

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**2025:** IIES, Stockholm University—*Labour Fika Series*; Institute for Evaluation of Labour Market and Education Policy (IFAU); SABE Annual Conference, Trento; IMEBESS 2025 Conference, Madrid.

**2024:** Nordic Public Policy Symposium, University of Copenhagen (poster); Brown Bag (*presented by co-author*), Jönköping University; Brown Bag, SOFI, Stockholm University.

## RESEARCH EXPERIENCE

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### SOFI, Stockholm University

2017–18

Research assistant for Jenny Säve-Söderbergh

### SITE, Stockholm School of Economics

2013–16

Research Country Manager

Project: “Social Enterprises as a FORce for a more Inclusive and Innovative Society” (SEFORIS)

### SITE, Stockholm School of Economics

2014

Research Assistant to Giancarlo Spagnolo

### Department of Economics, Stockholm University

2013

Research Assistant to Anne Boschini

## OTHER EDUCATION & TRAINING

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### CESS, Nuffield College & University of Oxford, United Kingdom

SS-2024

“Introduction to Python,” and “oTree Course for Beginners”.

Instructor: Tommaso Battistoni

### European University Institute, Florence, Italy

SS-2017

“Running Experiments”

Instructors: A. Schram, K. Gérxhani, A. Ule

### University of East Anglia,

SS-2017

“Experimetrics”

Instructor: Peter Moffatt

### in SEFORIS Research Consortium

“Survey Interview Techniques for Research Country Managers,” Oksigen Lab, Belgium

2015

“Survey Interview Techniques for Data Analysts,” i-propeller, Belgium

2015

“Qualitative Interview Techniques,” Non-Profit Incubator (NPI), China

2014

### Institute for Social & Economic Change (ISEC), Bangalore, India

SS-2012

“Approaching the Environment in India: New Theories and Methods in the Study of the Nature–Society–Economy Interface”

## **OTHER EMPLOYMENT**

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<b>Asset Manager, Länsförsäkringar AB, Stockholm</b>	2009–2014
Risk Analyst	
<b>Capacity Development Office (CDO), United Nations, USA</b>	2012/13
Internship	
<b>Asset Manager, Länsförsäkringar AB, Stockholm</b>	2007–2009
Senior Administrator, Back- and Middle Office	

## **EXTRA CURRICULAR AND PROFESSIONAL SERVICES**

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<b>PhD Student Council, SOFI, SU</b>	2022–
Co-founder/Board Member	
<b>Institute Board, Swedish Institute for Social Research (SOFI)</b>	2022–2024
Doctoral Student Representative	
<b>European Network for Training in Economic Research, (ENTER)</b>	2017–18
ENTER Student Coordinator	
<b>Graduate Student Council, Department of Economics/SDPE, SU</b>	2016–17
Nominating Committee	
<b>United Nations, New York - Intern Group</b>	2012–13
Creator of intern networking groups at the UN facilities.	

## **LANGUAGES AND SKILLS**

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**Languages:** Swedish (native), English (fluent), French (fluent/advanced), Spanish (basic).  
**Skills:** STATA, Python, oTree, LATEX, MatLab, Questback™, MS Office, SimCorp Dimension, VBA.

## **Other**

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<b>Parental leave:</b> approximately 1.5 years (2 children)	2020-23
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