CHRISTINE ALAMAA

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Stockholm University
SE-106 91, Stockholm

PERSONALS
Citizenship: Swedish
Year of Birth: 1984
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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); SEFORÏS Research Programme; ENTER

CURRENT POSITION

Swedish Institute for Social Research (SOFI), **Stockholm University**   2019–*2025*
Doctoral Student in Economics
Planned Public Defence of Doctoral Thesis: *17 December 2025*

EDUCATION

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

Jenny Säve-Söderbergh (main advisor)   jenny.save-soderbergh@sofi.su.se
Associate Professor of Economics
Swedish Institute for Social Research (SOFI), Stockholm Univeristy

Erik Lindqvist (co-advisor)   erik.lindqvist@sofi.su.se
Professor of Economics
Swedish Institute for Social Research (SOFI), Stockholm Univeristy

Chloé Le Coq   chloe.le-coq@assas-universite.fr
Professor of Economics   chloe.lecoq@hhs.se
Department of Economics & CRED, University of Paris, Panthéon–Assas

JOB MARKET PAPER

"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

"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.

WORKING PAPERS

"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.

"Emotional Susceptibility to Public Scrutiny and Vaccine Hesitancy: An Exploratory Experimental Analysis" (with Alice Dominici), R&R, *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]

"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

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

OTHER WRITING

"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 SEFORÏS research consortium" (with Chloé Le Coq and Zorica Truklja), *SEFORÏS research consortium*, 2016

"The State of Social Entrepreneurship in Sweden" *SEFORÏS Country Report (2014)*, available at: Swedish Country Report

AWARDS AND GRANTS

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 EXPERIENCE

Econometric Methods, Stockholm University (BSc. Economics)	2016/17
Introduction to Microeconomics, Stockholm University (BSc. in Economics)	2013–15

Introduction to Macroeconomics, Stockholm University (BSc. in Economics)　　　2014

PRESENTATIONS (recent)

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

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" (SEFORÏS)

SITE, Stockholm School of Economics　　　2014
Research Assistant to Giancarlo Spagnolo

Department of Econimics, Stockholm University　　　2013
Research Assistant to Anne Boschini

OTHER EDUCATION & TRAINING

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. Gërxhani, A. Ule

University of East Anglia,　　　SS-2017
"Experimetrics"
Instructor: Peter Moffatt

in SEFORÏS Research Consortsium
"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 EMPLOYEMENT

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

EXTRA CURRICULAR AND PROFESSIONAL SERVICES

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

LANGUAGES AND SKILLS

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

Other

Parental leave: approximately 1.5 years (2 children)	2020-23