

## 14th Field days - Experiments Outside the Lab

LISER - 2025

THURSDAY, MAY 22, 2025

Time	Event	Details
09:00 - 09:20	Coffee & registration	
09:20 - 09:30	Welcome words	
09:30 - 11:45	<b>Session 1: Policy, implementation and evidence</b>	
	<b><u>Pedro Rey Biel</u></b> ESADE	Ideological alignment and evidence-based policy adoption
	<b><u>Mattie Toma</u></b> U. Warwick	Evidence transmission in organizations
	<b><u>Pol Campos</u></b> Lund U.	What money shouldn't buy? Measuring aversion to monetary incentives for health behaviors
11:45 - 12:00	PhD poster pitch	
12:00 - 13:15	Lunch & PhD poster session	
13:15 - 15:30	<b>Session 2: Education and empowerment</b>	
	<b><u>Marc Witte</u></b> VU Amsterdam	The (in)direct effect of a training program on women's employment
	<b><u>Sebastian Riedmiller</u></b> Max Planck Inst.	Reducing inequality through correcting misperceptions: Experimental evidence on student aid take-up
	<b><u>Manu Munoz</u></b> LISER	Equal opportunity by design: Mitigating selection biases in organizational networks
15:30 - 16:00	Coffee break	
16:00 - 17:30	<b>Session 3: Behavior and social norms in markets and organizations</b>	
	<b><u>Elena Cettolin</u></b> Tilburg U.	Redistribution and moral wiggle room
	<b><u>Ronak Jain</u></b> U. Zurich	Entrepreneurs of emotions: Evidence from street vending in India
19:00	Dinner for speakers (by invitation)	

FRIDAY, MAY 23, 2025

Time	Event	Details
09:00 - 09:30	Coffee	
09:30 - 11:45	<b>Session 4: Gender gaps and sexual harassment</b>	
	<b><u>Nagore Iriberry</u></b> U. Basque Country	Gender gaps in financial literacy: A multi-arm RCT to break the response bias in surveys
	<b><u>Karmini Sharma</u></b> Imperial College	Anti sexual harassment amenities at work
	<b><u>Ernesto Reuben</u></b> LISER / NYU Abu Dhabi	Gender biases in job referrals
11:45 - 11:50	Closing words & group photo	
12:00 - 13:15	Lunch	

**Poster Session:** Prateek Bhan (U. Konstanz), Abilio Berticelli (LISER), Angela Jiang-Wang (LISER) Maggie Kotek (LISER), Reha Tuncer (U. Luxembourg), Marcelo Woo (U. Nottingham).

**Participants:** Steffen Altmann (U. Copenhagen), Frédéric Docquier (LISER), Robert Dur (U. Rotterdam), Francesco Fallucchi (U. Bergamo), Christina Gathmann (LISER), Raji Jayaraman (ESMT Berlin), Nathalie Muller (LISER), Tibor Neugebauer (U. Luxembourg), Marc Suhrcke (LISER), Michel Tenikue (LISER), Bertrand Verheyden (LISER), Pedro Vicente (Nova SBE).

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TALKS & ABSTRACTS (Alphabetical order by last name)

Speaker	Title	Abstract
<b>Pol Campos</b>	What money shouldn't buy? Measuring aversion to monetary incentives for health behaviors	We study attitudes toward offering monetary payments for vaccination. We develop the Policy Lab, an experimental paradigm to characterize policy preferences in which participants decide whether to implement actual interventions to influence others' real-world behavior. In two studies with representative samples of the Swedish population (N=2,010) and one with Swedish policymakers (N=2,008), participants decide whether to provide others (N=1,529) with monetary incentives for vaccination. A majority of participants oppose using monetary incentives. Despite the widespread perception that such incentives are an effective policy instrument, which is supported in our data, opposition to their use is driven by perceptions that they are coercive and unethical. Policymakers exhibit, if anything, greater opposition to the use of monetary incentives. We also document that opposition to incentives extends beyond vaccination to other health domains. Our study provides evidence that the public opposes policies that they correctly perceive as effective, potentially creating barriers to their adoption. We further introduce a novel method to elicit policy preferences, widely applicable whenever researchers conduct randomized trials.
<b>Elena Cettolin</b>	Redistribution and moral wiggle room	We investigate to which extent individuals sacrifice their normative principles of redistribution to accommodate their discriminatory tastes. We conduct experiments with large samples of the German and French native majority population, where respondents have the possibility to redistribute money between two individuals, of which one belongs to an ethnic minority group. We implement treatments where a clear normative benchmark is available, and treatments where different allocations can be justified by appealing to different principles. Such a plurality of principles creates moral wiggle room, that is the possibility to endorse a principle because it aligns with one's discriminatory preferences. We find that individuals with a minority background are discriminated against, but the presence of moral wiggle room does not increase the extent of discrimination.
<b>Nagore Iriberry</b>	Gender gaps in financial literacy: A multi-arm RCT to break the response bias in surveys	Gender gaps in financial literacy are pervasive and persistent. They are partly explained because women choose "I do not know" more frequently. We test for the effectiveness of three interventions to shift this behavior. The control survey includes the possibility of "I do not know". The three treatments either exclude this possibility, offer incentives for correct answers, or inform survey takers of the existing gender gap in choosing this answer option. While all interventions are very effective in reducing this answer option, only the information significantly reduces the gender gap in "I do not know" and in financial literacy.
<b>Ronak Jain</b>	Entrepreneurs of emotions: Evidence from street vending in India	Street vending is an important source of self-employment for the urban poor. I use primary observation, survey, and experimental data from Delhi to study this market. Partnering with street vendors to randomize both prices and the passersby they solicit to try to make sales, I find that even with identical goods, child vendors are 97% more likely to make a sale and earn more than twice that of adult vendors. Despite no differences in valuation for the goods, couples and female customers are 90% and 27% more likely to buy than male customers. Females and couples are 50% more likely to be targeted by vendors than males and are charged higher prices on average (4-38%) than males. I show that these findings are consistent with a model that incorporates altruism and a cost of refusal in the buyer's decision-making. In line with this, I find that passersby are more altruistic towards children than adults in an incentivized dictator game. Additionally, requesting passersby to buy, increases the purchasing probability twofold for adult vendors and fourfold for child vendors. Survey data further confirms that vendors target females or couples, over males, because they consider who would find it harder to refuse. The paper shows that sellers strategically leverage insights about social preferences to influence buyer decision-making and this creates a source of comparative advantage for children in this market.

Speaker	Title	Abstract
<b>Manu Munoz</b>	Equal opportunity by design: Mitigating selection biases in organizational networks	Access to opportunities within organizations can be biased because the people making selection decisions often focus on socially prominent, higher-status candidates and overlook equally capable candidates from lower-status backgrounds. Drawing on salience theory, I test whether a brief equal-opportunity (EO) prompt can shift attention toward disadvantaged applicants while maintaining merit standards. In a preregistered field experiment at a Colombian university, 528 lecturers were invited to nominate students for an international training program. Each lecturer received either an invitation to focus on the academic merit of the candidates (control group) or the same invitation plus an EO prompt that reminded lecturers to consider students from poorer backgrounds (salience group). The EO prompt produced no backlash: lecturers nominated the same rate of students as in the control group. It did, however, shift choices toward equity—raising the share of nominees from lower-income families by 8 percentage points, roughly a 35 percent increase. The nominated students were just as strong academically as those chosen without the prompt. The findings show that a simple, low-cost message can reduce status bias in selection decisions and broaden access to valuable opportunities without sacrificing quality.
<b>Ernesto Reuben</b>	Gender biases in job referrals	Job referrals through informal networks are an essential channel for disseminating information about the qualifications of job candidates. As such, they play a crucial role in determining the outcomes of hiring and promotion decisions. In this paper, we study gender biases in the referral process. We investigate this question through an online experiment in which university students are asked to nominate their highest-scoring classmates in either a math or a verbal task. Using administrative data, we reconstruct the students' co-enrolment network. This allows us to identify who is chosen as well as everyone else who was not. In other words, we can measure the quality of the referrals and the characteristics of candidates who are better but not chosen. We find that participants are more likely to refer men than equally qualified women in the math task but not in the verbal task. This difference is partly explained by gender differences in network structure, i.e., who is linked with whom. However, equally important are gender biases in the referral of known contacts. Thus, debiasing the referral process could substantially increase the share of women being referred.
<b>Pedro Rey-Biel</b>	Ideological alignment and evidence-based policy adoption	The implementation of evidence-based policies hinges on the dissemination of evidence to policymakers, a process influenced by the attributes of the sender. We conduct a country-wide RCT in which two ideologically opposite prominent think tanks, two major newspapers, and a research institution with nonsalient ideology communicate identical information about a low-cost, non-ideological, and effective policy based on published research findings to a large sample of Spanish local policymakers. We measure the impact of information directly on policy adoption and find heterogeneous effects. When the informing institution aligns ideologically with policymakers, communicating research results leads to a more than 65% increase in policy adoption compared to an uninformed control group, while informing from an opposite ideology does not lead to policy adoption. Our design also allows us to compare the impact of knowledge brokers, such as think tanks, and coverage in leading newspapers in adopting public policies. We find that, when ideologically aligned with policymakers, both are equally effective in increasing policy adoption. We propose a three-stage conceptual framework of policy adoption processes - selective exposure to information, belief updating, and policy implementation- and show that ideological alignment does not influence selective exposure to information. However, evidence from a post-intervention online experiment shows that ideological alignment affects belief updating regarding a recommended policy's effectiveness. Finally, we discuss the trade-offs between effectiveness and outreach when using ideologically aligned and nonsalient institutions to disseminate research evidence and comment on the economic impact of ideological alignment for policy implementation.
<b>Sebastian Riedmiller</b>	Reducing inequality through correcting misperceptions: Experimental evidence on student aid take-up	Financial student aid reduces social inequality and improves educational and economic outcomes, yet a persistent gap exists between take-up and eligibility. To investigate this gap and means to close it, I conduct an experiment with 6,225 non-receivers of student aid embedded in a survey of 22,222 university students across Germany. Using hypothetical scenarios, I find that 63% of non-receivers systematically underestimate the financial value of student aid, and 86% misperceive their eligibility. Concise information about student aid and individual eligibility increases take-up by 1.1 pp (43%), especially among disadvantaged students. Correcting misperceptions causally increases take-up by up to 55 pp. After take-up, students have a higher total income despite reducing their earned income and financial support from their parents. The findings suggest that correcting misperceptions through concise information can reduce social inequality by alleviating financial concerns among disadvantaged students and their parents.

Speaker	Title	Abstract
<b>Karmini Sharma</b>	Anti sexual harassment amenities at work	Sexual harassment awareness training is a key tool to combat sexual harassment, which affects nearly 205 million people in the workplace (ILO,2022). This paper provides the first randomized evaluation of such training in collaboration with colleges in Delhi, India, to study its impact on sexual harassment. I randomly assigned men to receive this training, with empathy-building, and collected reports of sexual harassment from women in their classes. The training significantly reduced sexual harassment for up to 3 years and altered men's perceptions of social disapproval more than their intrinsic attitudes. It also led to a long-lasting reduction in classroom romantic relationships. A mechanism experiment suggests this is due to women finding it difficult to judge men's quality when social disapproval generates a pooling equilibrium. A similar intervention for women had no detectable effects. Finally, men's training increased women's labor market engagement without affecting their mental well-being or test scores
<b>Mattie Toma</b>	Evidence transmission in organizations	The diffusion of scientific evidence in organizations has important implications both for achieving internal goals (productivity, innovation) as well as for consequential decision-making for society (evidence use in policymaking). This paper leverages a large-scale field experiment at the World Bank to study determinants of evidence transmission. We randomly assign World Bank employees to receive estimates from academic papers on the impacts of generative AI in the workplace. Overall, we observe strong intentions to share the evidence with colleagues as well as engagement with materials related to the evidence. However, this rarely translates into recall of the evidence among colleagues 2-3 weeks later. We implement three randomized treatments to investigate the role of hierarchy within the organization, beliefs about others' adoption of the new technology, and the perceived credibility of the evidence in shaping information transmission. We find that communicating evidence with World Bank employees in more senior positions leads to more sharing on both our self-reported and behavioral outcomes. However, there is no evidence that second-order beliefs about colleagues' adoption of and attitudes toward the evidence or information about the credibility of the evidence impacts evidence transmission. Our findings shed light on the organizational conditions that effectively promote the diffusion of evidence.
<b>Marc Witte</b>	The (in)direct effect of a training program on women's employment	Can female employment be pioneered through training schemes? We partner with a nongovernmental organization that trains women to become primary care nurses in Southern Egypt, a context with very low female labor force participation. We investigate the extent to which trainees join the labor market and become employed (direct effect), and whether this affects the attitudes towards female employment and labor market outcomes of their social networks (indirect effect). Based on a clustered randomized control trial, we trace the impacts of these 'pioneer' trainees on their social contacts, with some of these contacts being connected to treated participants and others to the control group individuals.