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(pronoun: they/them)

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Employment

Tilburg University Postdoctoral Researcher
European University Institute Max Weber Fellow

Sept 2023 - present
Sept 2022 - Aug 2023

Education

University of Bologna PhD in Economics
Advisors: Maria Bigoni, Laura Anderlucci (Dept. of Statistics), Vincenzo Scrutinio
International Christian University MA in Public Economics

Nov 2017 - July 2022
Mar 2011

Research Interests

Labor Economics, Gender Economics, Experimental Economics

Working Papers

[Does the Gender Ratio at Colleges Affect High School Students' College Choices?](#) (with Chihiro Inoue and Asumi Saito), *submitted* – **Job Market Paper**

Female students may not choose STEM programs in college, even when they excel in mathematics, because these programs are male-dominated and would make them a minority. Using an incentivized discrete choice experiment with high school students, we show that the gender ratio affects both female and male students' college choices: they prefer gender-balanced programs and prefer being a majority to a minority, primarily because they anticipate difficulty fitting in as minorities. Importantly, these preferences differ by field: female students with high mathematics ability show stronger minority avoidance in STEM than non-STEM, while male students show weaker minority avoidance in STEM. These asymmetric preferences, together with the low female share in STEM, lead to talent misallocation: male students with low mathematics ability crowd out female students with high mathematics ability. We validate experimental choices against actual choices several months later. These findings suggest that the low female share in STEM deters female students from entering these fields.

Can Curricular Reform Close the STEM Gender Gap? (draft available upon request, with Dede Long), *submitted*

Introductory STEM courses may disproportionately deter women by understating these fields' societal relevance or presuming prior technical knowledge. Leveraging a curricular reform in an introductory computer science course at a liberal arts college that shifted emphasis from technical foundations to social relevance, we show that the reform increased women's likelihood of majoring in computer science compared with men without diminishing their academic performance. This effect operates primarily through greater retention of women who entered intending to major in computer science. The reform also increased women's earnings after graduation by shifting them into higher-paying occupations.

[Corrections and Gender in Team Collaboration](#), *reject and resubmit*, [International Economic Review](#)

While successful teamwork often involves correcting colleagues' mistakes, it may have negative interpersonal consequences. In an incentivized experiment, I show that it also has negative economic consequences: individuals are less willing to collaborate with those who have corrected them, even when the correction benefits the team. The data are consistent with negative feedback aversion: individuals who initially received positive feedback about their ability are significantly less willing to collaborate with those who corrected their mistakes, but not with those who corrected their right actions. Additionally, I find that men, but not women, are more tolerant of women who corrected their right actions. It is potentially due to men's beliefs about women's abilities, making women's corrections of their right actions less ego-threatening. This reluctance to work with those who provide corrective feedback can undermine teamwork, and mixed-gender teams may attract less competent women due to gendered sorting.

Decriminalization of Light Intimate Partner Violence and Married Women's Well-Being, *submitted*

Light abuses and threats to receive them at home can deteriorate individuals' well-being, even in the absence of severe physical injury. Leveraging Russia's criminal law reform that decriminalized minor domestic violence, I first confirm that the number of domestic violence incidents classified as criminal offenses against female partners indeed decreased sharply after the reform. Using a difference-in-differences approach, I then show that the reform reduced married women's life satisfaction, increased depression, and increased college-educated married women's alcohol intake. Suggestive evidence indicates that the reform contributed to a decline in new marriages, while the divorce rate remained unchanged. These changes are unlikely to stem from shifts in violence outside the household, as there were no significant changes in gender-based violence or other crimes during the same period. These findings suggest that even minor intimate partner violence decreases married women's well-being and highlights the importance of legal institutions in addressing household violence.

Publications

Are Men Less Generous to a Smarter Woman?, *Journal of the Economic Science Association*, 2025, 11(1): 151–164.

Although evidence suggests men are more generous to women than to men, it may stem from paternalism and could reverse when women excel in important skills for one's career success, such as cognitive skills. Using a dictator game, this paper studies whether male dictators allocate less to female receivers than to male receivers when these receivers have higher IQs than dictators. By exogenously varying the receivers' IQ relative to the dictators', I do not find evidence consistent with this hypothesis; if anything, male dictators allocate slightly more to female receivers with higher IQs than to male receivers with equivalent IQs. The results hold both in mean and distribution and are robust to the so-called "beauty premium." Also, female dictators' allocations are qualitatively similar to male dictators. These findings suggest that women who excel in cognitive skills may not receive less favorable treatment than equally intelligent men in the labor market.

Selected Work in Progress

Attention Discrimination and Performance Evaluation (with Jan Hausfeld and Boris van Leeuwen), *draft in preparation*

Managers decide on workers' promotion and dismissal. To accurately evaluate performance, however, managers must pay attention to all workers. Because attention is scarce, this can be difficult and may allow stereotypes to shape decisions. In a controlled laboratory experiment with eye-tracking, we study how stereotypes affect managers' attention and evaluations of workers when they cannot fully monitor everyone. We find that managers' attention and evaluations are affected by stereotypes. Negatively stereotyped workers receive less attention when managers must identify the best performers, but more attention when managers must identify the worst performers. These attention patterns translate into differences in evaluation accuracy. Importantly, these differences in attention and evaluation are not driven by workers' true performance, and certain groups of workers suffer more as a result. Providing repeated performance information does not overturn stereotypes. We conclude that, because attention is scarce, stereotypes distort promotion and dismissal decisions, leading to suboptimal outcomes in which the best and worst performers are not accurately identified.

The Supply of Emotional Labor (with Boris van Leeuwen), *draft in preparation*

In many jobs, workers have to display emotions that they do not actually experience or suppress the emotions they do feel. This type of "emotional labor" may come at a psychological cost. In this study, we conduct a laboratory experiment to study if people require a wage premium to perform tasks involving emotional labor. We find clear evidence that emotional labor affects labor supply: for a substantial fraction of our sample, we identify a positive wage premium for emotional labor. We also explore which factors are associated with wage premia.

Legacy of Environmental Injustice (with Gwen-Jirō Clochard and Mifuyu Kira), *funding secured*

Many environmental injustices exist worldwide, especially in developing countries, but little is known about how they affect people's preferences in the long term. Using two decades of mercury poisoning in a small Japanese city during the postwar period caused by a government-connected large company as a case study, this project studies whether residents of a region exposed to past environmental injustice have lower trust in institutions and investigates its economic consequences. In partnership with a local NGO, we conduct in-person surveys to elicit preferences and economic outcomes from local residents and compare those in the affected city with those in surrounding cities. We also investigate whether these preferences have been transmitted through collective memory or intergenerationally from parents by comparing migrants and natives of the cities.

Structured Mentoring (with Weerachart T. Kilenthong and Saisawat Samutpradit), *funding secured*

This project studies whether a role model intervention followed by a year-long mentoring program can help lower-secondary school students from low-SES backgrounds maintain high aspirations and improve their educational choices. Students from low-SES backgrounds often struggle to keep their aspirations high because they lack clear pathways to achieving their educational goals and because these goals differ substantially from the norms in their social environment. In partnership with a Thai government organization that provides conditional cash transfers to low-SES students, we implement an intervention that raises students' aspirations and, through sustained mentoring, helps them break long-term goals into manageable, short-term steps, thereby supporting their high aspirations and preparing them academically for better educational choices.

Gendered Brain Drain (with Giulia Briselli), *data analysis ongoing*

This project studies whether conservative gender norms differentially affect the out-migration of high- and low-skilled women and men, and how this, in turn, contributes to talent misallocation across regions. Because conservative gender norms are especially burdensome for high-skilled women, we expect them to induce selective out-migration of high-skilled women. We first use proprietary Japanese panel data and exploit historical male scarcity caused by World War II conscription as an exogenous source of variation in current gender norms to establish causal evidence. We then conduct a discrete choice experiment to elicit location preferences and willingness to pay for more progressive gender norms among a nationally representative sample of Japanese college students who are about to start their job search. Finally, we use the estimated preferences to simulate counterfactual talent allocations.

Affirming Ethnic Identity through Curriculum-Embedded Narratives (with Patrik Pavlovský), *partnership secured*

This project studies whether including narratives about ethnic minorities in a national language textbook can improve ethnic minority students' self-affirmation. In partnership with the Slovak Ministry of Education, we focus on the Roma ethnic group as a case study. Minorities frequently internalize majority-held biases, making it difficult for them to affirm their own ethnic identity. This is especially consequential in childhood, a formative period in which ethnic identity shapes socio-emotional and academic development. Our intervention aims to shift ethnic-minority students' beliefs about themselves by embedding narratives – causal stories that help make sense of sequences of events – into the textbook.

Grants

Research Grant, Japan Center for Economic Research (610,000 JPY, Co-PI)	2026
Research Grant, Puey Ungphakorn Institute for Economic Research (300,000 THB, Co-PI)	2026
Joint Usage Grant, University of Osaka (320,000 JPY, Co-PI)	2025
Staff Exchange Grant, University of Bologna (10,644 EUR)	2022
Marco Polo Mobility Grant, University of Bologna (6,900 EUR)	2020, 2021
PhD Scholarship, Italian Ministry of Education, Universities and Research (63,504 EUR)	2017 - 2022

Awards

Runner-up Award, Moriguchi Prize Competition	2022
Runner Up Paper Prize, Annual Southern PhD Economics Conference	2021
Merit-Based Student Loan Repayment Waiver, Japan Student Services Organization	2011

Research Visits

University of the Thai Chamber of Commerce (Aug 2025), University of Osaka (Jul 2025, Dec 2024), Kobe University (Summer 2024), University of Gothenburg (Spring 2023), University of Amsterdam (Oct 2022), UC Berkeley (Spring 2022), Tilburg University (Summer 2021), NHH (Spring - Fall 2020)

Teaching Experience

Microeconomics: Agents and Markets (Co-instructor), Bachelor, Tilburg University	2024 - present
Visualizing Data and Writing for Policy Makers (Co-instructor), Bachelor, Tilburg University	Spring 2024
Statistical Methods for Business & Economics (TA), Master, Johns Hopkins University	Spring 2019

Advising and Mentoring

Thesis Supervisor (master student 1x, bachelor student 1x), Tilburg University	2024 - present
Thesis Co-Reader (master student 2x, bachelor student 2x), Tilburg University	2024 - present
Mentor (secondary school student 5x), Technovation Girls	Spring 2023
Mentor (PhD student 1x, bachelor student 1x), Women in Economics Initiative	2021 - 2023
Mentor (master student 1x), GAIN Network	Fall 2021

Other Relevant Experience

Policy Research Consultant, NPO Waffle	Summer 2022
Research Assistant, University of Warwick	Summer 2021
Research Assistant, University of Bologna	2019 - 2021
Administrative Staff, Ministry of Economy, Trade and Industry	Spring 2016
Project Consultant, Asian Development Bank Institute	Summer 2014

Other Activities

Co-organizer for Experimental Economics Group Meetings, Tilburg University	2023 - present
Team Member, Women in Economics Initiative	2021 - 2023
Representative for Economics PhD Students, University of Bologna	2019 - 2021
Co-organizer for Experimental Economics Group Meetings, University of Bologna	2018 - 2021

Seminars and Conferences (incl. scheduled)

2026: Workshop on Gender in Adaptive Design; 2025: Applied Econometrics Conference Hitotsubashi, Gender Equality in STEM Workshop Heidelberg, Thai Chamber of Commerce, Osaka, KVS, Comenius, M-BEPS, Workshop on Gender in Adaptive Design, LEER Conference; 2024: Virtual East Asia Experimental and Behavioral Economics Seminar, Maastricht, EEA-ESEM, Kobe, Osaka; 2023: Lund, Florence, Gothenburg, Charles, PhD-EVS, Waseda; 2022: Tilburg, Amsterdam, SASCA PhD Conference, Meeting of the Society for Social Choice and Welfare, Discrimination and Diversity Workshop, Caltech Summer School in Theory-Based Experiments, Australian Gender Economics Workshop; 2021: Osaka, Irish Postgraduate and Early Career Economics Workshop, ESA Job Market Seminar, CSQIEP, EALE, Young Economists' Meeting, Brazilian Meeting in Family and Gender Economics, TIBER Symposium, Stanford Institute for Theoretical Economics, IOS Regensburg, Tilburg, ESA, FROGEE Workshop, Warwick Economics PhD Conference, Webinar in Gender and Family Economics, Gender Gaps Conference, Annual Southern PhD Economics Conference, Copenhagen, Catholic University of Brasília, Ca' Foscari, PhD-EVS, WEAI; 2020: Applied Young Economist Webinar, NHH; 2018: Ca' Foscari, Behavioral and Experimental Economics Network

Refereeing

Economics Bulletin, Health Economics, Italian Economic Journal, Journal of Economic Behavior & Organization, Southern Economic Journal

Skills

Computer: R, Stata, oTree, Qualtrics (proficient), Python, Javascript (intermediate)

Languages: English, Japanese (proficient), Italian (elementary), Dutch (basic)

References

Prof. Maria Bigoni Dept. of Economics University of Bologna maria.bigoni@unibo.it	Prof. Boris van Leeuwen Dept. of Economics Tilburg University b.vanleeuwen@tilburguniversity.edu	Prof. Jan Hausfeld CREED University of Amsterdam j.hausfeld@uva.nl	Prof. Sigrid Suetens Dept. of Economics Tilburg University s.suetens@tilburguniversity.edu
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