

# O PAPEL DA ECONOMIA EXPERIMENTAL NA REVELAÇÃO DE FATORES OCULTOS DAS DIFERENÇAS DE GÉNERO

SANDRA MAXIMIANO



## A realidade:

Persistente diferença de género nos salários, acompanhada de importantes diferenças de género nas trajetórias no mercado de trabalho. Menos mulheres em cargos de liderança.

Estas diferenças não são explicadas por diferenças relativamente a níveis de educação ou experiência.

# Qual a fonte do *gender gap*?

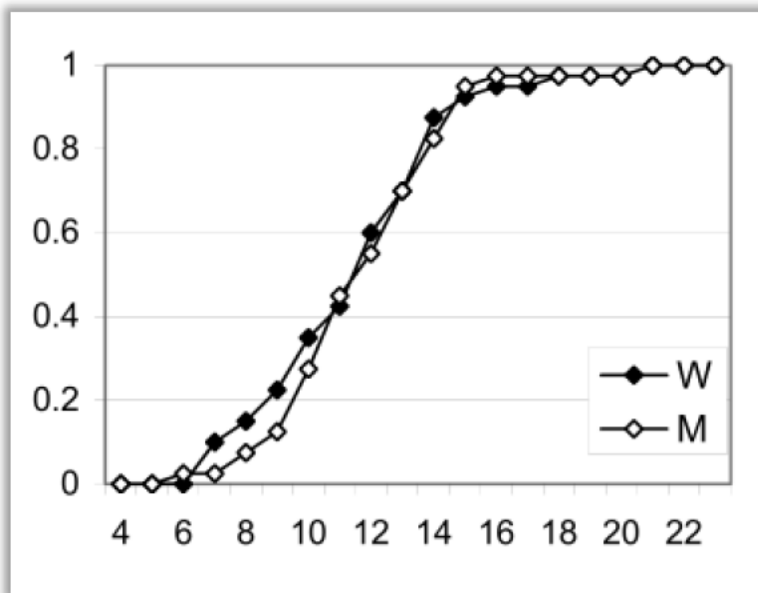
## Lado da Procura

- “Taste-based discrimination” (discriminação pura)
- “Belief-based” ou discriminação estatística
  - Inferencia correta do desempenho
  - Crenças enviesadas sobre a performance relativa feminina

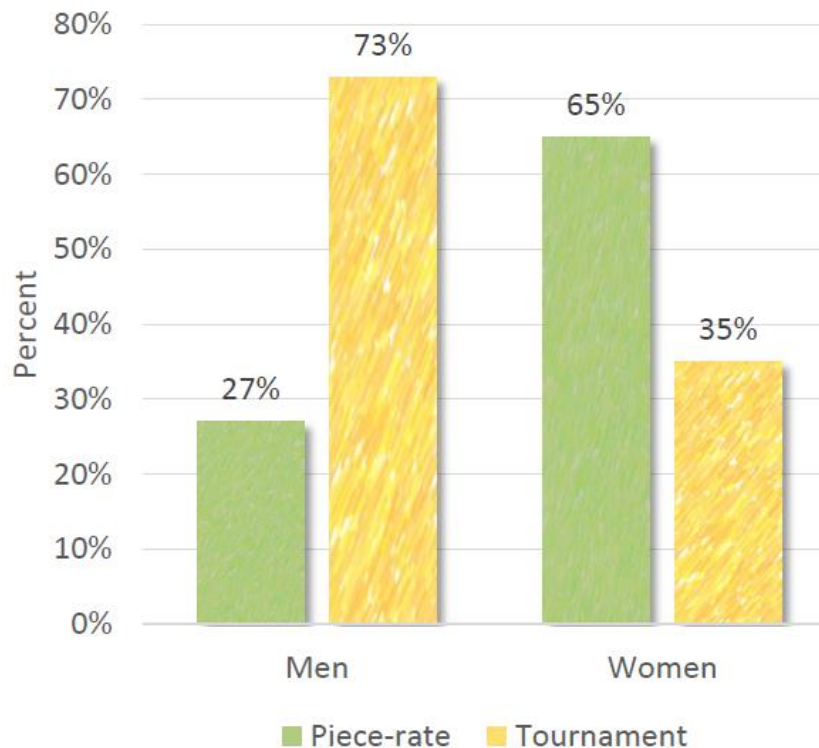
## Lado da oferta

- Diferenças nas preferências entre a carreira e a família
- Diferenças na aversão ao risco
- Diferenças na “capacidade de dizer não”
- **Diferenças na competitividade**
- **Diferenças na negociação**

# Willingness to compete in the lab (Niederle & Vesterlund 2007)



Não existem diferenças de desempenho



Diferenças significativas na escolha por competir

	Men	Women
Mean expected rank	1.40	1.83
% expecting to be 1 <sup>st</sup>	75%	43%
% ranked 1 <sup>st</sup> conditional on expecting to be 1 <sup>st</sup>	27%	47%

Evidência que os homens têm excess de confiança

# As mulheres nascem menos competitivas ou tornam-se menos competitivas através do processo de socialização?

**Gender, Competitiveness and Socialization at a Young Age:  
Evidence from a Matrilineal and a Patriarchal Society**

Steffen Andersen, Seda Ertac, Uri Gneezy, John A. List and Sandra Maximiano

# Desenho Experimental

- 4 aldeias em Meghalaya, no nordeste da Índia.
- Duas aldeias matrilineais e duas patriarcais
- 318 crianças dos 7-15
- As crianças foram informadas de que teriam 5 chances de jogar uma bola no balde, podendo escolher entre duas opções de pagamento:

**Pagamento à peça:** 10 rúpias indianas por lançamento bem sucedido

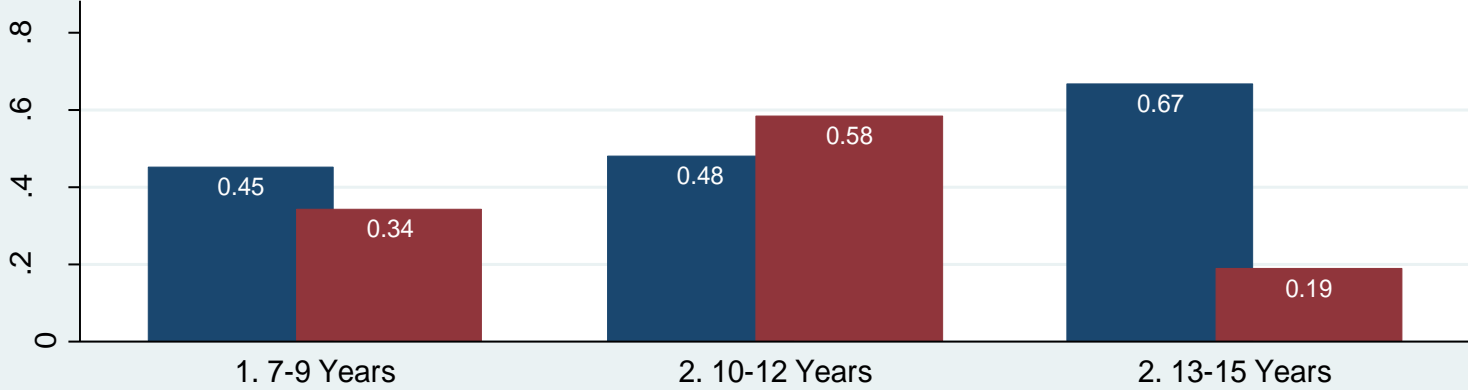
**Torneio:** 30 rúpias por lançamento bem sucedido se o participante teve mais lançamentos bem sucedidos do que o seu parceiro, caso contrário, zero.



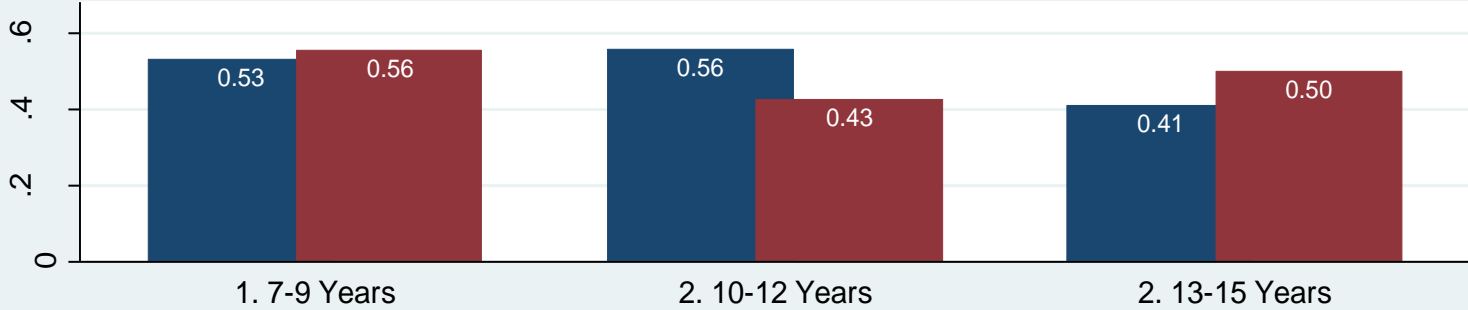


# Frequency of Individuals who Compete By Culture, Age Group and Gender

## Patriarchal



## Matrilineal

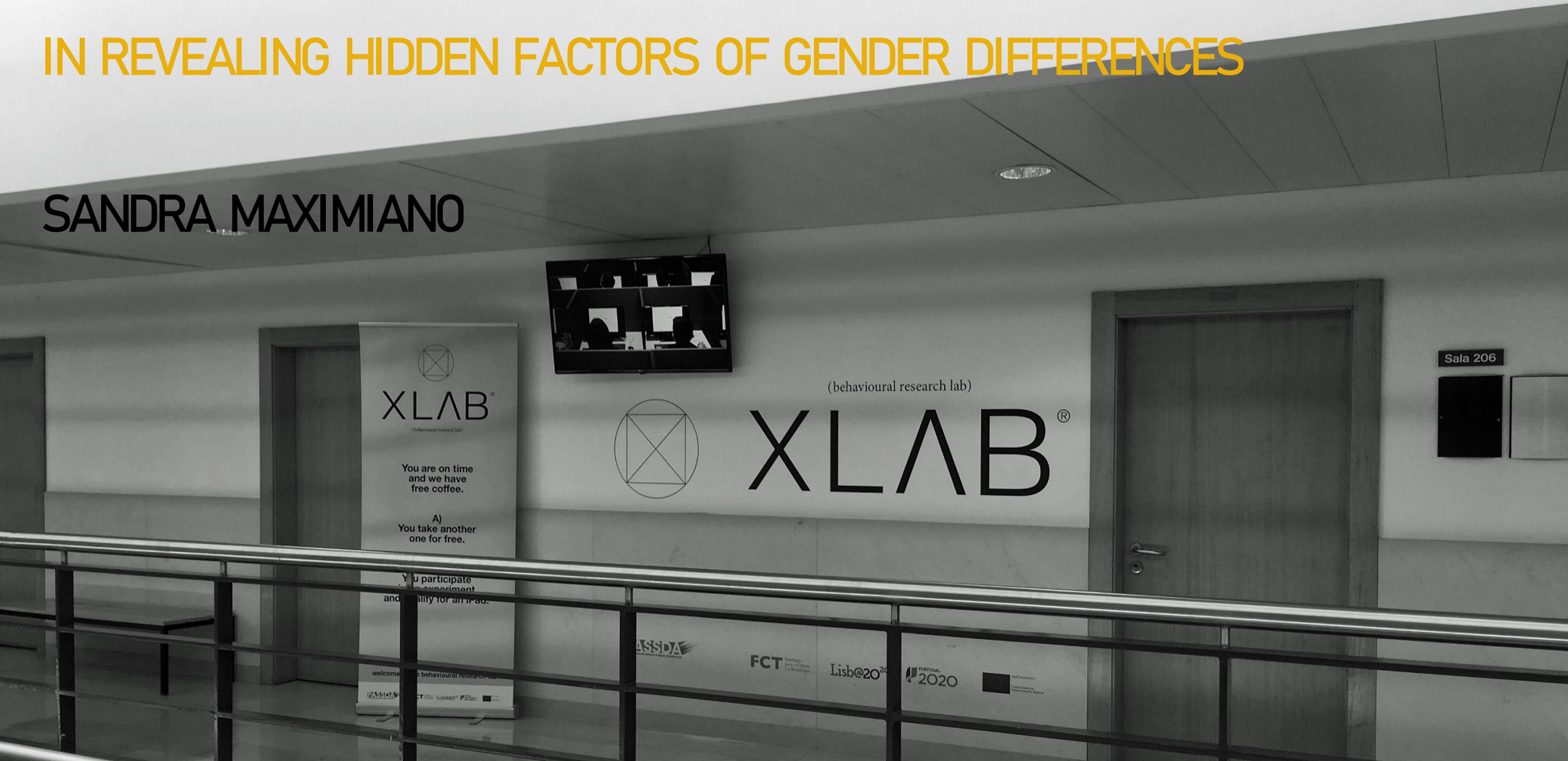



Male Female



# THE ROLE OF EXPERIMENTAL ECONOMICS IN REVEALING HIDDEN FACTORS OF GENDER DIFFERENCES

SANDRA MAXIMIANO







  
**XLAB**<sup>®</sup>  
(behavioural research lab)

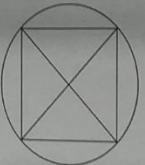
You are on time  
and we have  
free coffee.

A)  
You take another  
one for free.

You participate  
in the experiment  
and qualify for an award.

welcome to the behavioural research lab


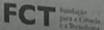
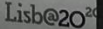

   



(behavioural research lab)

**XLAB**<sup>®</sup>

Sala 206

## The reality:

There is a persistent gender gap in wages accompanied with important gender differences in labour-market trajectories.

Less females in leadership positions.

These differences are not explained by differences in experience and education.

# Source of gender gap?

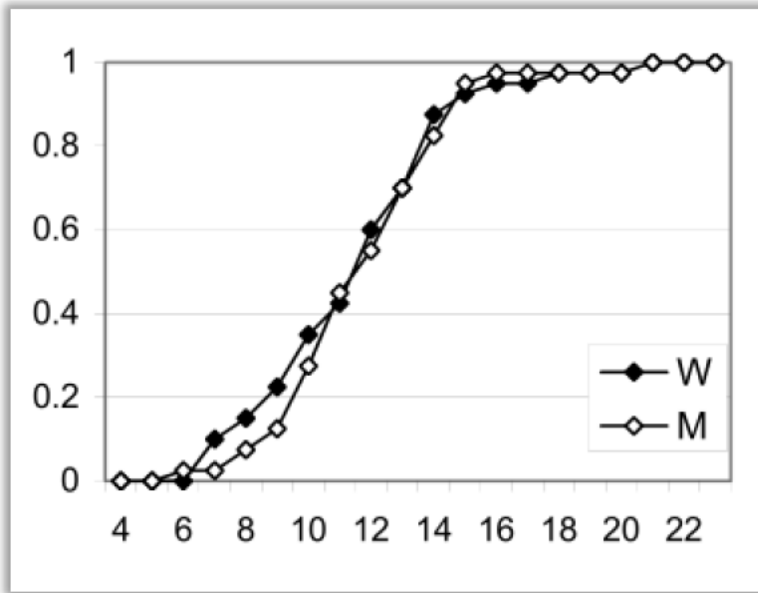
## Demand Side

- “Taste-based discrimination” (pure discrimination)
- “Belief-based” or statistical discrimination
  - Correct inference of performance
  - Biased beliefs about females’ performance

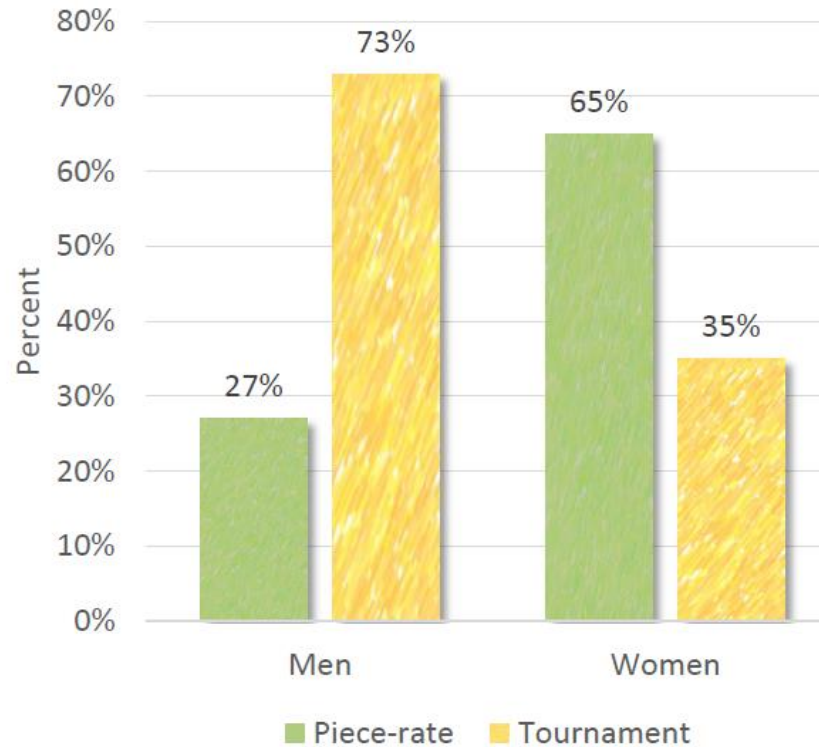
## Supply side

- Gender differences between career and family
- Differences in risk aversion
- Differences in the ability of saying “no”
- **Differences in the willingness to compete**
- **Differences in the willingness to negotiate**

# Willingness to compete in the lab (Niederle & Vesterlund 2007)



No differences in performance



Large differences in the willingness to compete

	Men	Women
Mean expected rank	1.40	1.83
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Evidence that men are overconfident



Contribute to the debate of **nature** versus **nurture**: Are women born less competitive, or do they become so through the process of socialization?

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# Experimental Design

- 4 villages in Meghalaya, district of Northeast India.
- Two matrilineal, and two patriarchal
- 318 children aged 7-15 participated
- The children were told that they would have 5 chances to throw a ball into the bucket, and could choose between two payment options:  
The **piece-rate** option: paid 10 Indian Rupees per successful shot  
The **tournament** payment scheme: paid 30 Rupees per successful shot if and only if the participant outperformed the randomly selected participant that he/she was matched with.

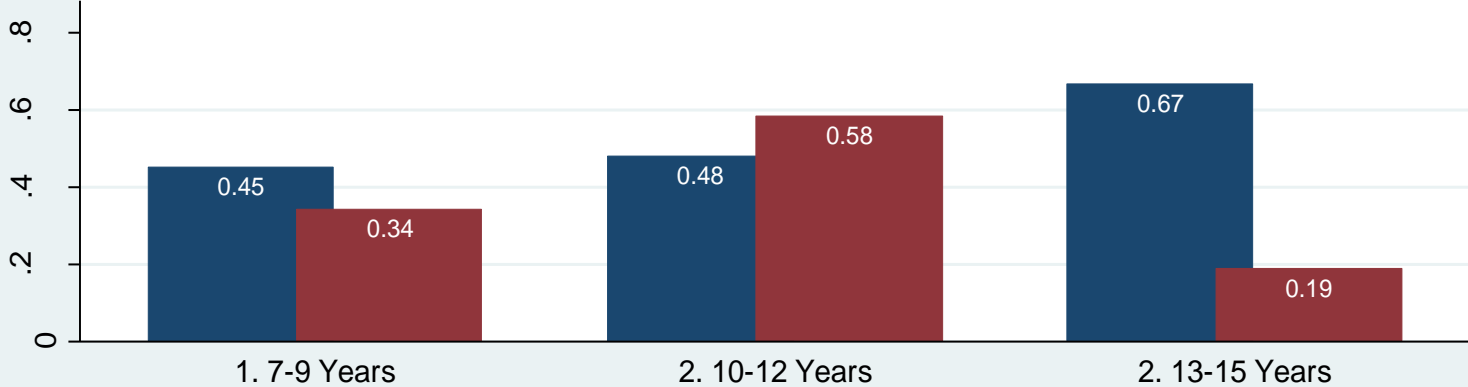




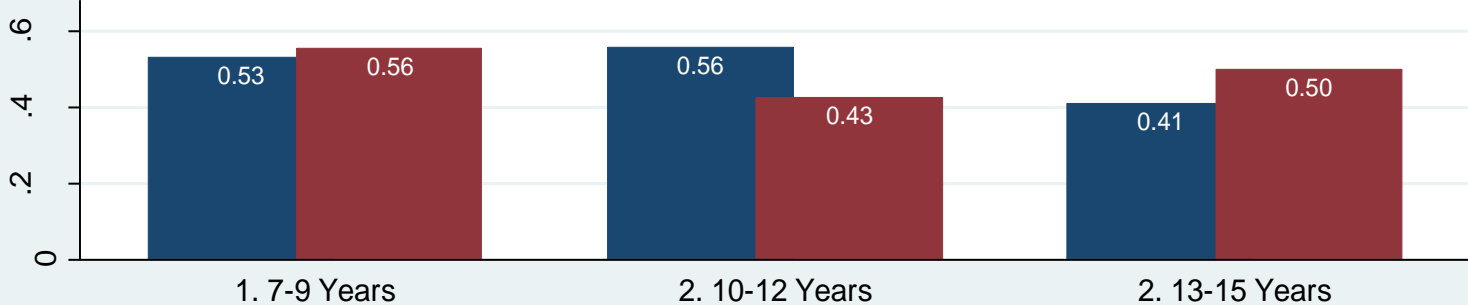
# Frequency of Individuals who Compete

## By Culture, Age Group and Gender

### Patriarchal



### Matrilineal



Male Female