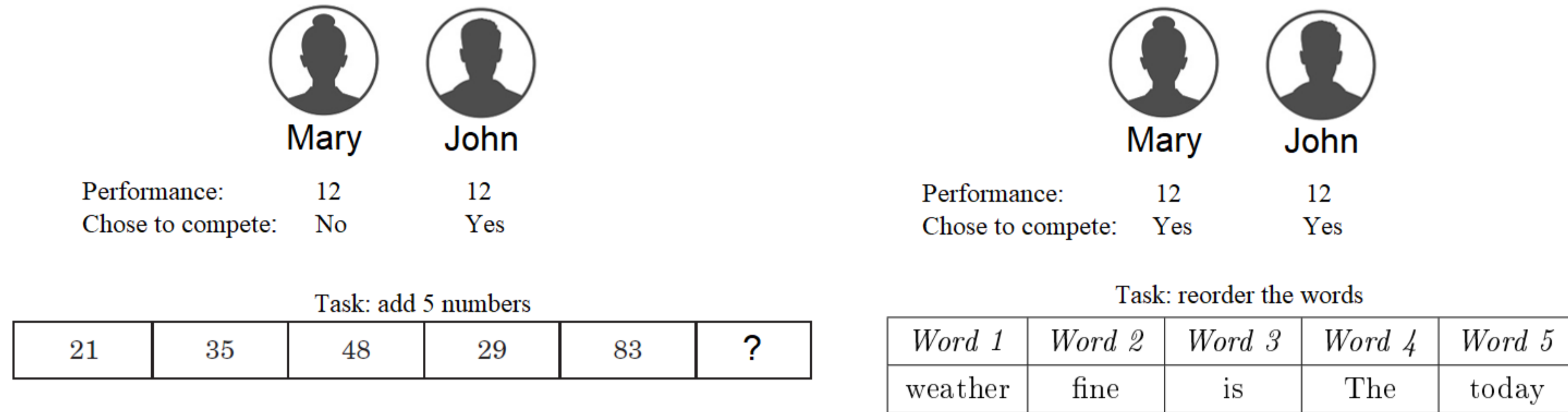


# COMPETING AGAINST STEREOTYPES

Argun Aman Hild & Michael Hilweg-Waldeck  
University of Mannheim, ZEW Mannheim

## Why do women compete in "verbal tasks" but not in "math tasks"?

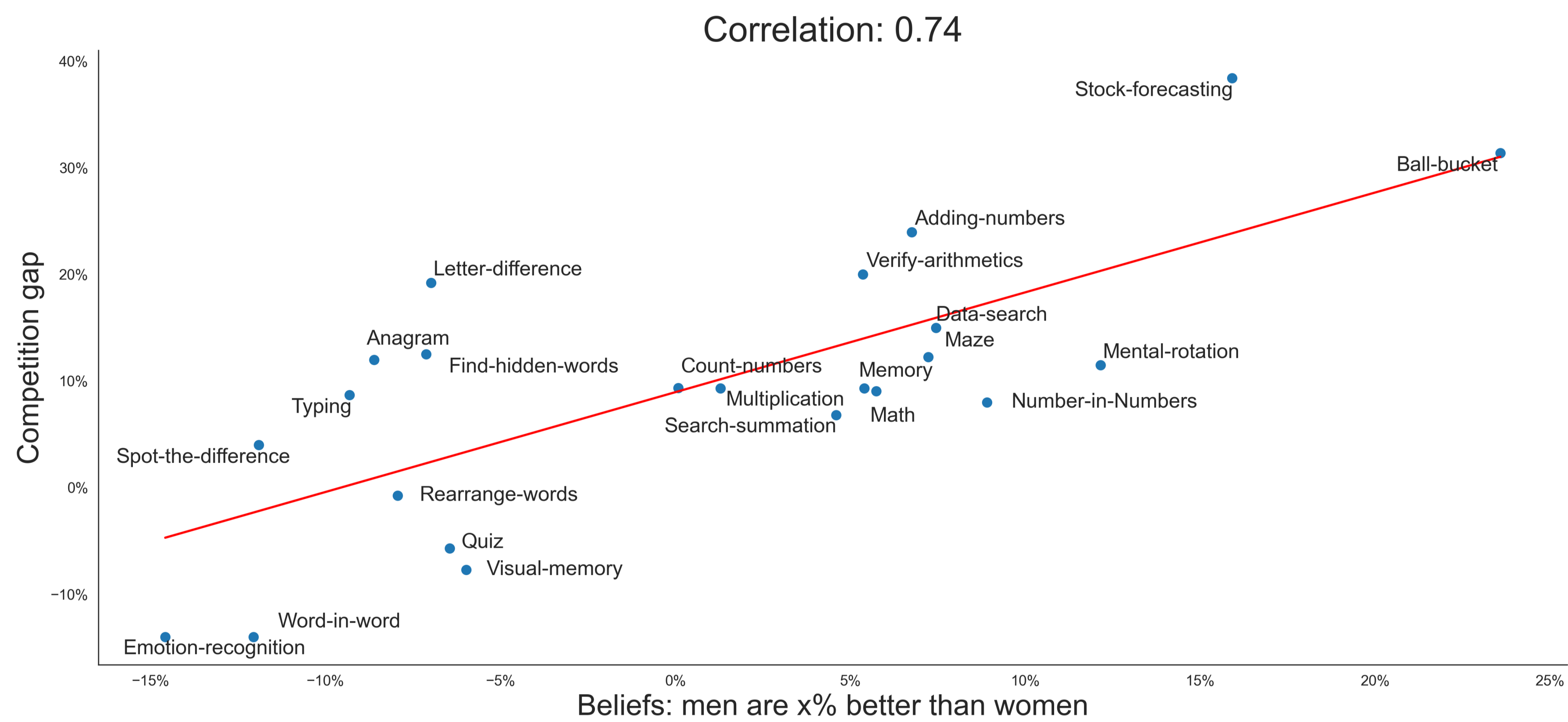
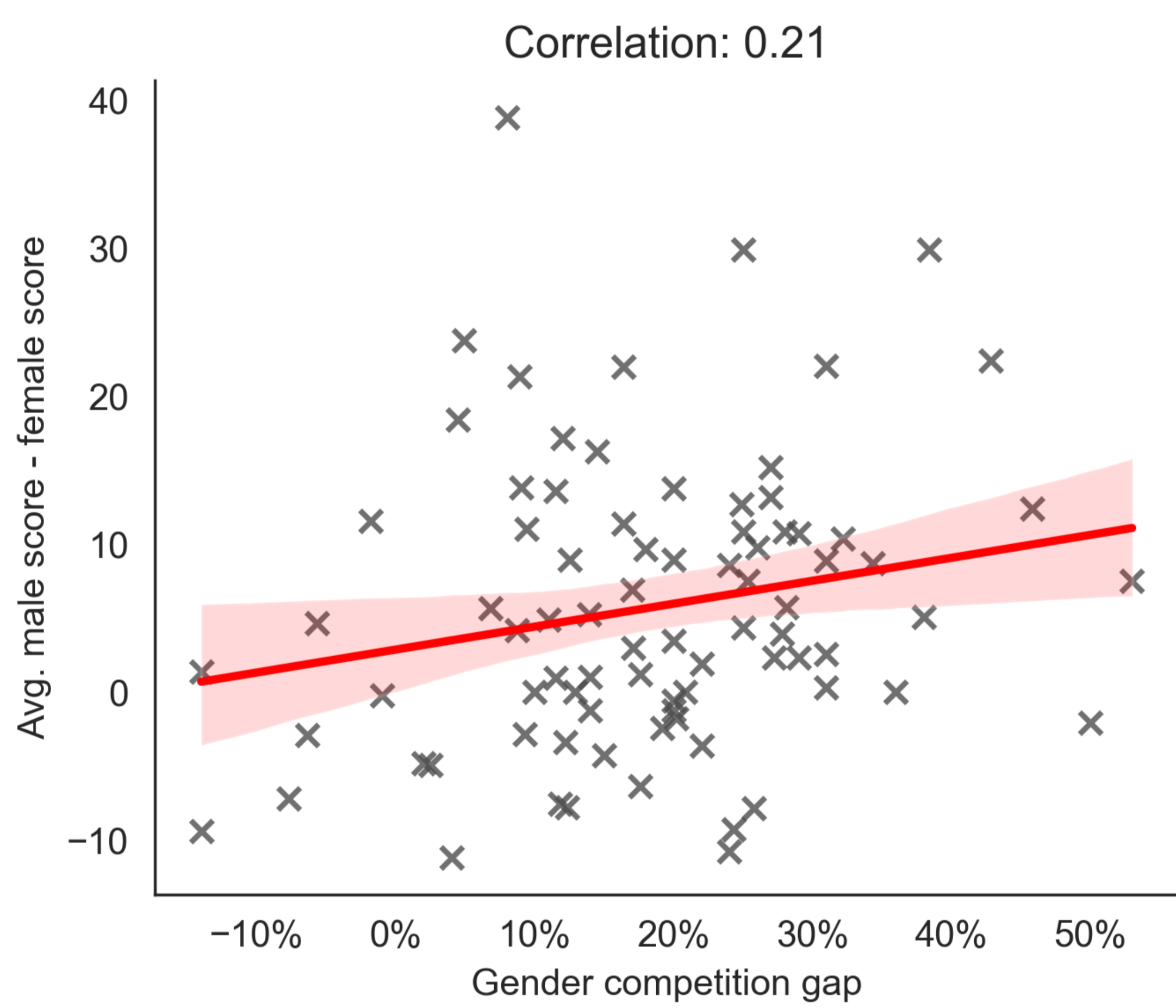


- **Competition gap:** proportion of men vs. women choosing competition over piece-rate
- **Performance gap:** average male score vs. average female score

## Methodology

- 1. Meta-analysis.** Collect the unique tasks (n=28) used in the literature → Corr(performance gaps, competition gaps)
- 2. Online experiment.** Across these tasks, elicit beliefs about performance gaps → Corr(beliefs, competition gaps)
- 3. Lab experiment** (work in progress). Vary stereotypes associated with a novel task → Causality on competitiveness

## Beliefs play a stronger role than actual differences



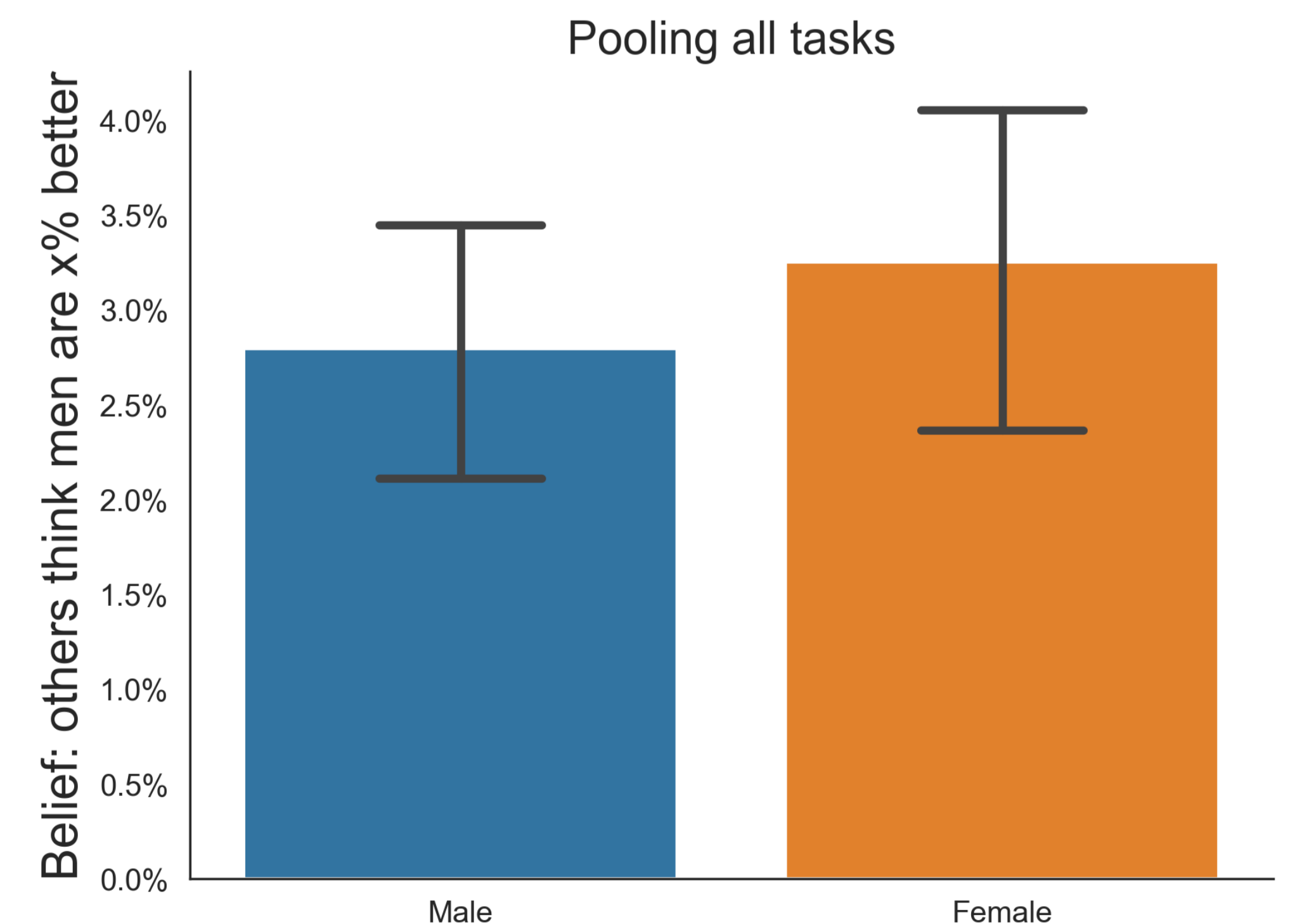
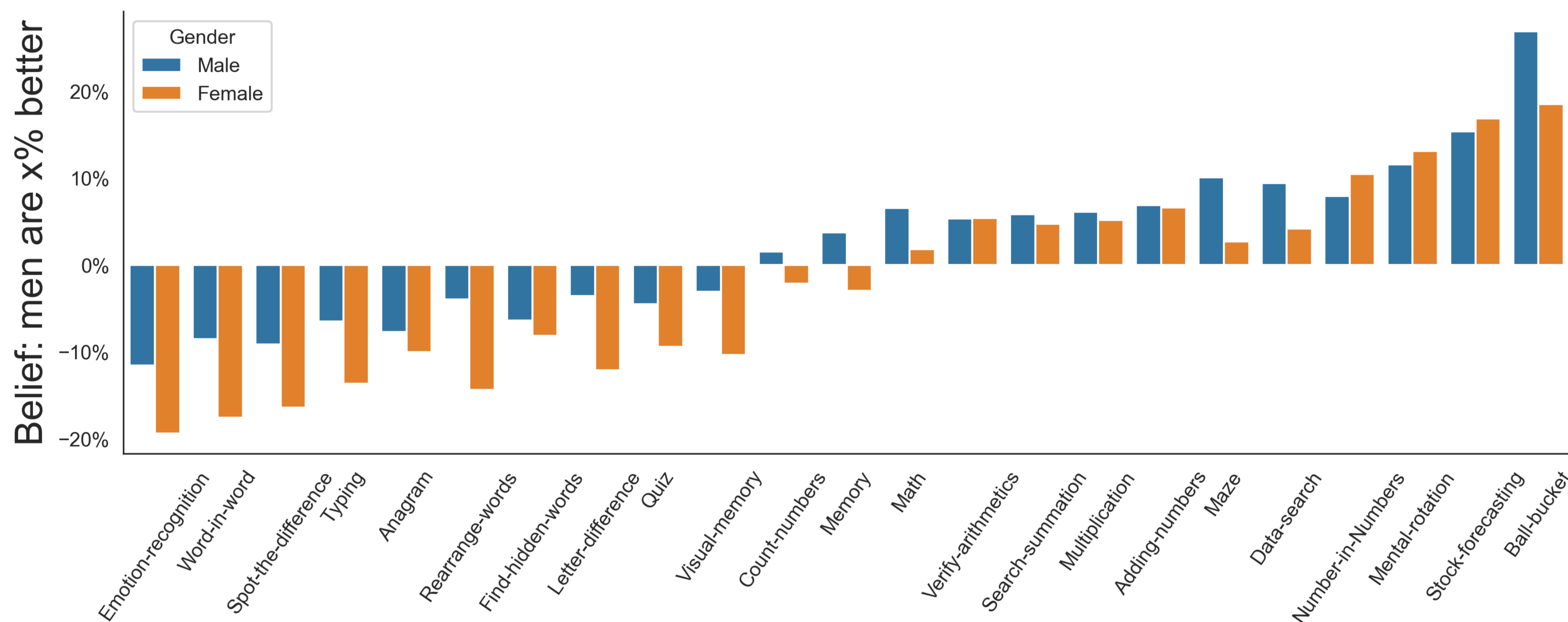
Across 123 papers, performance differences explain 4% of the variation in the gender competition gap

Across 23 tasks, beliefs about performance differences explain 54% of the variation

## First- and second-order beliefs: a deeper look

### "Women can recognize emotions but not throw balls into buckets"?!

### Awareness of stereotypes



## Causality (work in progress)

## Contact

Vary stereotypes in the lab through

- **Framing.** "This is a math (memory) task"
- **Second-order beliefs.** "In a previous session, participants believed that men (women) are better at this task"



Argun Aman Hild  
University of Mannheim  
ZEW Mannheim

argun.aman@uni-mannheim.de  
argunaman2022.github.io