



## Upcoming Seminars

### **Monday, 07.07.2025**

13.30-14.30

AWI room 00.010

### **Departmental Seminar**

Brit Grosskopf, Uni of Exeter

" Another reason why we need more female leaders "

(Host: Christiane Schwieren)

### **Wednesday, 09.07.2025**

12.15-13.15

AWI room 00.010

### **Internal Seminar**

Zeno Enders

" The Experience Formation Mechanism "

### Departmental Seminar

Brit Grosskopf

" Another reason why we need more female leaders : The effect of a leader's gender on workers' willingness to contribute " \*

In a controlled laboratory experiment we investigate how the gender of a group leader affects the willingness of group members to contribute. Participants are randomly assigned into groups of three and a leader is chosen based on performance on a general knowledge quiz. In the baseline condition, participants have no knowledge of each other's gender, while in the treatment condition, we implicitly disclose the gender of both the leader and the group members within each group. We find that men are more likely to contribute their ideas when paired with a female leader. The willingness of women to contribute does not depend on the gender of the leader. However, women only report the highest willingness to contribute when they are almost certain they get it right when paired with a female leader, indicating a desire to not let a female leader down. Female leaders in turn seem to understand the differences in reported willingness and make their choices based on reported willingness and gender, whereas male leaders only chose depending on reported willingness. These findings provide valuable insights for policy-makers seeking to justify diversity.

\* Joint work with Yangfei Lin (Zhejiang University)

### Internal Seminar

Zeno Enders

" The Experience Formation Mechanism "

We show that inflation expectations of households do not depend on experienced inflation directly; they are rather influenced by remembered inflation. This makes a difference as remembered and actually experienced inflation generally differ. We therefore investigate how inflation experiences are formed and what they depend on. Our main findings are: (i) On average, households overestimate lifetime inflation. (ii) While higher remembered lifetime inflation leads to higher expectations of future inflation rates, there is no such effect for actually experienced inflation. (iii) Negative emotions associated with inflation increase the upward bias of inflation memories, while higher actual inflation rates reduce it. We derive a theoretical model that accounts for the empirical evidence.