



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

WORKSHOP PROGRAM

‘Gender equality in STEM worldwide –
innovative approaches to make STEM inclusive’
(Workshop Heidelberg, October 7-9 2025) +

Book Release Workshop for the
‘Handbook of Experimental Gender Economics’
(October 10 2025)



Venue: (for more information, see below)

Marsilius-Kolleg

[Im Neuenheimer Feld 130.1,](#)
[69120 Heidelberg](#)

If you have any questions, please contact: wis-workshop@awi.uni-heidelberg.de

Tuesday, 7th of October. 19:00 – 20:00:

Welcome reception (informal); room: Clubraum (2nd floor)

<u>Wednesday, 8th of October:</u>	Rooms: Seminarraum 1 (1 st floor), Besprechungsraum
10:00 – 10:15	Arrival Coffee
10:15 – 10:30	Welcome Session Short introduction of the workshop, its aims and participants
10:30 – 12:15	Session 1
Women in Physics/Educational Choices	Talk 1: Julia Peral Calbó (Universitat de Barcelona) – “Enhancing Equality, Diversity and Inclusion in the Catalanian Quantum Academy: Project and Initial Findings”
	Talk 2: Soham Sahoo (Indian Institute of Management (IIM) Bangalore) – “Criminally Accused Politicians, Crime Against Women, and Gender Gap in STEM Choice”
	Talk 3: Yuki Takahashi (Tilburg University) – “Does the Gender Ratio at Colleges Affect High School Students’ College Choices?!”
	Talk 4: Thomas Berghöfer (Deutsches Elektronen-Synchrotron DESY) – “GENERA Network: Observations Made over more than 10 Years Working Together on Gender Equality in Physics”
12:15 – 13:15	Lunch



13:15 – 13:30	Welcome note: Silke Hertel (Vice-Rector for Student Affairs and Teaching, University of Heidelberg)
13:30 – 15:15	Session 2
Gender, Career Advancement and Leadership	Talk 1: Judit Vall & Lidia Farré (Universitat de Barcelona/Institute for Economic Analysis (IAE-CSIC) & Barcelona School of Economics) – “Promoting Female Talent in Science: Evidence from an Affirmative Action Policy”
	Talk 2: Cosima Steck (University of Heidelberg): “Overpreparation”
	Talk 3: Johannes Reich (SAP) – “Perspectives from Practice”
	Talk 4: Dina Rabie (London School of Economics) – “Beliefs about Women's Cooperation and Punishment Behavior: A Cross-Country Experiment”
15:15 – 15:45	Coffee Break
15:45 – 17:00	Keynote 1: Brit Grosskopf (from University of Exeter) - tba
19:00 -	Joint Dinner at Tati (at own costs)



<u>Thursday, 9th of October:</u>	
9:00 – 9:15	Arrival Coffee
9:15 – 10:30	Keynote 2: Meytal Jona (from Weizman Institute of Science) – “Reflecting on Gender and Physics in Academia: Perspectives and Lessons”.
10:30 – 12:35	Session 3
Stereotypes, Social Norms, and Competitiveness	Talk 1: Alexander Koch & Julia Nafziger (Aarhus University) – „Gender Norms, Stereotypical Beliefs, and Competitiveness”
	Talk 2: Holger Rau (University of Duisburg-Essen)– “Competitiveness and Gender Pay Gaps: Cross-Cultural Evidence”
	Talk 3: Sara Cerioli (Private Researcher) – “Gender Differences in Subjective Math Skills and their Relationship to Traditional Gender-Role Stereotypes”
	Talk 4: Sara Engeler (University of Heidelberg) – “Pursuits for Status: Gender Differences in Competitive Behavior in the Presence of Social-Status-Ranking”
	Talk 5: Maria Cubel (University of London) – “Against the Standard”
12:35 – 13:30	Lunch
13:30 – 17:30	Discussion Groups centered around two themes
13:30 – 17:30	Group 1: What individual factors influence whether women enter STEM and stay in STEM?
	Group 2: Which structural factors influence whether women enter STEM and stay in STEM?
17:30 – 17:45	Coffee Break
17:45 – 18:45	Wrap-up, Concluding session, summary of work groups/focus groups....
19:00 – 20:15	Public Panel Discussion: Individual and structural factors influencing women’s careers in STEM. Julia Nafziger (economist), Sara Cerioli (physicist & data scientist), Johannes Reich (SAP)
20:15 -	Snacks



<u>Friday, 10th of October</u>	Book Release Workshop „Handbook of Experimental Gender Economics”
9:30 – 9:45	Arrival Coffee
9:45 – 10:00	Introduction of Workshop and Book: Christiane Schwieren & Maria Cubel
10:00 – 11:00	Session 1:
	Talk 1: Lavinia Kinne (DIW Berlin) – "Meet my Family: Women in Leadership and Gender Stereotypes in the Media" (joint with Virginia Sondergeld)
	Talk 2: Noémi Péter (University of Groningen) – “Women at the Top, Quotas, and Competence Expectations: Evidence from an Information Experiment”
11:00 – 11:30	Coffee Break
11:30 – 13:00	Session 2
	Talk 3: Alexandra Niessen-Ruenzi (University of Mannheim): „The Motherhood Penalty in the Financial Industry”
	Talk 4: Maria Cubel (University of London) – “Gazes and Numbers: Two Experiments on Strategic Sophistication and Gender Biases”
	Talk 5: Christiane Schwieren (University of Heidelberg) – “Why Changing Women Will not Work”
13:00 – 14:00	Lunch
14:00 – 15:30	Session 3
	Talk 6: Soham Sahoo (Indian Institute of Management (IIM) Bangalore) – “Affirmative action and application strategies: Evidence from field experiments in Colombia”
	Talk 7: Helena Fornwagner (University of Exeter) – “Hot Flashes, Cold Feet? Menopause and Risk Aversion”
	Talk 8: Holger Rau (University of Duisburg-Essen) – “AI Hiring and the Willingness to Apply for Competitive Positions”
15:30 – 15:45	Concluding remarks, timeline of the book....
15:45 – 16:15	Farewell Coffee



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

Venue:

Marsilius-Kolleg

[Im Neuenheimer Feld 130.1,](#)
[69120 Heidelberg](#)

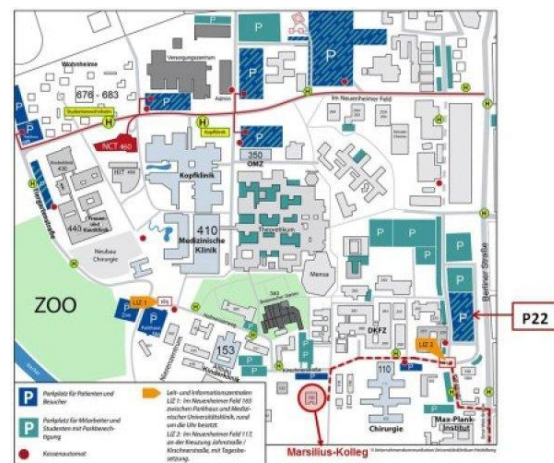
Link to the website: <https://www.marsilius-kolleg.uni-heidelberg.de/de>



How to get there:

By car, arriving from the “Autobahn”

From the A5 at the Heidelberg Autobahn junction or from the A6 at the Mannheim motorway junction, take the A656 towards Heidelberg. At the end of the motorway, turn left towards Neuenheim/Universitätsklinikum, then turn right onto Vangerowstraße. Move into the right-hand of the two lanes. Drive under the Neckar Bridge (Ernst-Walz-Brücke). Immediately afterwards, turn right onto the bridge and cross the Neckar; move into the left-hand lane. After the bridge, turn left immediately into Jahnstraße, which bends to the right after 50 meters. Then, after about 100 meters, the entrance to the visitor car park (P 22) is on the right-hand side.



Parking in Neuenheimer Feld is very limited. We recommend leaving your car in the above-mentioned visitor car park at the entrance to the Neuenheimer Feld campus and walking from there (approx. 8 minutes). Parking is subject to a fee.

Don't forget: you need to pay the ticket at one of the machines (at the barrier or near the surgery building) in order to exit through the barrier without problems.

You can find available parking options in the map.

By public transport from Heidelberg Central Station

From the central station, take bus line 31 (direction Neuenheim, Kopf-Klinik) to the stop “Neuenheim Uni Campus.” Alternatively, you can take bus line 20 from the central station (direction Sportzentrum Nord) to the stop “Neuenheim Uni Campus.” The Marsilius Kolleg is located directly across the street from the “Neuenheim Uni Campus” stop (Marsilius-Arkaden, 130.1).

You can also take tram line 21 or 24 (direction Handschuhsheim) to the stop “Jahnstraße.” Cross Berliner Straße towards Neuenheimer Feld. Follow Jahnstraße, which bends to the right after about 50 meters,



then turn left into Kirschnerstraße and follow it for about 350 meters until you reach the Marsilius-Arkaden on the left (Im Neuenheimer Feld 130).

Entrance to the Marsilius Kolleg

The Marsilius Kolleg is located in the so-called North Tower of the Marsilius-Arkaden (130.1), the part of the building complex closest to Kirschnerstraße – diagonally opposite the main building of the German Cancer Research Center (DKFZ). The building entrance is on the left, on the east side (towards the campus entrance). You will find a sign in the entrance area.

