

LONDON SCHOOL OF ECONOMICS & POLITICAL SCIENCE

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GENDER: Female

CITIZENSHIP: Italian

PRE-DOCTORAL STUDIES

2013/15 **Master of Research in Economics** *with Merit*  
London School of Economics & Political Science, London  
2008/14 **Diploma di Licenza Magistrale - Economics and Management**  
Scuola Superiore Sant'Anna, Pisa  
2011/13 **Master of Science in Economics** *cum laude*  
University of Pisa and Scuola Superiore Sant'Anna  
2008/11 **Bachelor Degree in Economics** *cum laude*  
University of Pisa

DOCTORAL STUDIES

2015/20 London School of Economics  
THESIS TITLE: "Essays in Development, Gender and Personnel Economics"  
Expected Completion Date: April 2020

THESIS ADVISORS AND REFERENCES

Prof. Nava Ashraf (Supervisor)  
Department of Economics - London School of Economics  
Houghton Street, WC2A 2AE  
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DESIRED TEACHING AND RESEARCH

Primary Fields: Organizational Economics, Development Economics  
Secondary Fields: Behavioral Economics

### TEACHING EXPERIENCE

- 2018/19 EC102 Economics B – LSE Teaching Assistant, 1<sup>st</sup> Year BSc
- 2017/19 Executive Master in Public Administration and Policy - LSE Teaching Assistant, Executive Programme
- 2017/18 EC201 Intermediate Microeconomics - LSE Teaching Assistant, Summer School
- 2014/18 EC201 Microeconomic Principles I - LSE Teaching Assistant, 2<sup>nd</sup> Year BSc

### RELEVANT POSITIONS HELD

- 2017/19 Project Officer, LSE - Executive Global Master in Management
- 2016/17 Project Manager, LSE - Research on altruism in banking (Principal Investigators: N. Ashraf & O. Bandiera)
- 2015 Research Assistant, LSE - Girls' Negotiation project, Zambia (Principal Investigators: N. Ashraf & C. Low)
- 2013 Internship, Max Planck Institute for Human Development, Berlin - Research on social choices
- 2012/13 Experimental data collection, Cognitive and Experimental Economics Laboratory, Trento
- 2009/10 Research Assistant, Institute of Cognitive Sciences and Technologies, Rome

### HONORS, SCHOLARSHIPS AND FELLOWSHIPS

- 2019 Excellence in Diversity and Inclusion Workforce Experience Award - Association of Business Psychology
- 2019 Class Teacher Bonus - Department of Economics, LSE
- 2018 Scholarship in Labor and Development - Centro Studi Luca D'Agliano (Tutors: G. Barba Navaretti & G. Bertola)
- 2016 Selected participant - Russell Sage Behavioral Summer Camp
- 2015 Class Teacher Award - Department of Economics, LSE
- 2013/17 PhD Scholarship - Economic and Social Research Council, LSE Doctoral Training Center
- 2009 Grant for Exchange at Chongqing University - Chinese Ministry of Education
- 2008/13 BSc and MSc Scholarship - Scuola Superiore Sant'Anna

### RESEARCH GRANTS

- 2019 J-PAL Post-Primary Education Initiative, main grant (with N. Ashraf, G. Bryan, E. Holmes, L. Iacovone & A. Pople)  
STICERD, research grant  
IGA-Rockefeller Research & Impact Fund, main grant (with N. Ashraf, G. Bryan, E. Holmes, L. Iacovone & A. Pople)
- 2018 International Development Research Centre, research grant (with N. Ashraf, E. Glaeser, T. Siwale & A. Voena)
- 2017 Innovation for Poverty Action Peace and Recovery, exploratory grant (with A. Pople)  
Private Enterprise Development in Low Income Countries, exploratory grant (with N. Ashraf & E. Glaeser)  
International Growth Centre, small project grant (with N. Ashraf & E. Glaeser)
- 2016 International Growth Centre, main grant (with N. Ashraf & E. Glaeser)

### LANGUAGES

Italian (native), English (proficient), Spanish (advanced)

### REFEREE ACTIVITY

Reviewer for: *Economica*, *Journal of Development Economics*, *Journal of Urban Economics*, *Scandinavian Economic History Review*, *Sistemi Intelligenti*, *Structural Change and Economic Dynamics*

### ACADEMIC PRESENTATIONS

- 2019 EALE Conference, Uppsala University; ECBE Conference, Rady SOM at UCSD; Ohlstadt/Ammersee Workshop, LMU (poster); Economics PhD Conference, University of Warwick; PhD Workshop, Queen Mary University; TADC, LBS; Whitebox Advisors Graduate Student Conference, Yale SOM; Workshop in Entrepreneurship and Development, HEC
- 2018 PEDL-IGC Conference on Firms and the Private Sector in Low-Income Countries, LSE; SIOE Annual Conference, HEC Montreal; Second Workshop on Entrepreneurship and Experimental Economics, CBS; BDRM Conference, HBS

## COMPLETED PAPERS

### ***Job Market Paper: “Breaking Gender Barriers: Bringing Men into the Pink-Collar Jobs of the Future”***

Traditionally female-dominated sectors are growing while traditionally male-dominated sectors are shrinking. Yet, sectorial male shares are not changing accordingly. Why don't men enter female-dominated occupations? I study men's selection into social work, a fast-growing occupation where the share of men has historically been below 25%. I embed a field experiment in the UK-wide recruitment of social workers to analyse barriers to men's entry and the nature of men's sorting into this occupation. I modify the content of recruitment messages to potential applicants to exogenously vary two key drivers of selection: perceived gender shares and expectations of returns to ability. I find that perceived gender shares do not affect men's application decisions, which suggests no role for gender identity or social stigma in their choices. Increasing expected returns to ability encourages men to apply, and improves the average quality of the applicants and performance on the job of the new hires, indicating that men are negatively sorted into social work. In turn, a higher (perceived) share of male workers improves the quality of female hires by discouraging the least talented women from applying. These findings suggest that breaking barriers to men's entry in female-dominated occupations may help employers increase the diversity and overall quality of their workforce.

### ***Other Papers:***

#### **“Rule of Law and Female Entrepreneurship”** with Nava Ashraf (LSE) and Edward Glaeser (Harvard)

Commerce requires trust, but trust is difficult when one group consistently fears expropriation by another. If men have a comparative advantage at violence and there is little rule-of-law, then unequal bargaining power can lead women to segregate into low-return industries and avoid entrepreneurship altogether. In this paper, we present a model of female entrepreneurship and rule of law that predicts that women will only start businesses when they have both formal legal protection and informal bargaining power. The model's predictions are supported both in cross-national data and with a new census of Zambian manufacturers. In Zambia, female entrepreneurs collaborate less, learn less from fellow entrepreneurs, earn less and segregate into industries with more women, but gender differences are ameliorated when women have access to adjudicating institutions, such as Lusaka's “Market Chiefs” who are empowered to adjudicate small commercial disputes. We experimentally induce variation in local institutional quality in an adapted trust game, and find that this also reduces the gender gap in trust and economic activity. *Link to working paper: [NBER Working Paper No. 26366](#)*

#### **“Value Dissonance at Work”**

Shared values can mitigate the adverse consequences of incomplete contracts and reduce coordination costs. Misalignment in values - either actual or perceived by the employees - could make such inefficiencies worse, reducing productivity and creating resistance to change. We provide evidence by means of a survey that measures the perceived and actual value misalignment between employees, their colleagues, and top management in a multinational bank. The data reveals that value dissonance is negatively correlated with individual and team level productivity, as well as with self-reported trust in the bank's executives and intent to stay. Within countries, we show how bankers' values compare with the ones listed by World Value Survey respondents and find that employees whose values are further from common citizens perform better. We conclude by showing how aggregate shocks to societal perceptions of banking, such as the 2008 financial crisis, might shape organizational culture.

## RESEARCH IN PROGRESS

- “Value Dissonance and Firm Performance” (with N. Ashraf & O. Bandiera). Status: draft available soon.
- “Altruistic Capital in Banking” (with N. Ashraf & O. Bandiera). Status: in progress.
- “Unlocking Entrepreneurial Potential through Visualization” (with N. Ashraf, G. Bryan, E. Holmes, L. Iacovone & A. People). Status: in progress.
- “Transformative Finance for Zambian Female Entrepreneurs” (with N. Ashraf, E. Glaeser, T. Siwale & A. Voena). Status: pilot.

## POLICY PUBLICATIONS

- Ashraf N., Delfino A., Glaeser E. (2019). Is the rule of law good for women? Evidence from micro-entrepreneurs in Lusaka. IGC Blog Post
- Ashraf N., Chiu C., Delfino A., Glaeser E., Swanson N. (2017). Urban density, trust, and knowledge sharing in Lusaka. IGC Policy Brief

PUBLISHED PAPERS – PRE-DOCTORAL WORK

- A'Hearn B., Delfino A., Nuvolari A. (submitted). Age heaping in a newly unified country: Italy, 1861-1881
- Antoci A., Delfino A., Paglieri F., Sabatini F. (2016). Civility vs. Incivility in online social interactions: An evolutionary approach. PlosOne, 11
- Delfino A., Marengo L., Ploner M. (2016). I did it your way. An experimental investigation of peer effects in investment choices. Journal of Economic Psychology, 54, 113-123
- Paglieri F., Addessi E., Sbaffi A., Tasselli M. I., Delfino A. (2014). Is it patience or motivation? On motivational confounds in intertemporal choice tasks. Journal of the Experimental Analysis of Behavior, 103, 196-217
- Addessi E., Bellagamba F., Delfino A., De Petrillo F., Focaroli V., Macchitella L., Maggiorelli V., Pace B., Pecora G., Rossi S., Sbaffi A., Tasselli M.I., Paglieri F. (2014). Waiting by mistake: Symbolic representation of rewards modulates intertemporal choice in capuchin monkeys, preschool children and adult humans. Cognition, 130, 428-44)