

UNIVERSITY OF MILAN

Public selection for recruiting No. \_\_ research fellow(s) under art.24, paragraph 3.b, of Law No.240/2010 for competition sector 13/A1 - Political Economics, (scientific-disciplinary sector SECS-P/01 - Political Economics) at the Department of ECONOMICS, MANAGEMENT AND QUANTITATIVE METHODS, (announcement published on Official Gazette No. 35 of 4 May 2021) - Competition code 4619

## **[Name and Surname] CURRICULUM VITAE**

**PERSONAL DATA (DO NOT WRITE YOUR PERSONAL ADDRESS AND LANDLINE OR MOBILE PHONE NUMBER)**

<b>Surname</b>	Bartos
<b>Name</b>	Vojtech
<b>Date of Birth</b>	1, August, 1984

**INSERT YOUR CURRICULUM VITAE  
(up to 30 pages)**

Date

Place

# Vojtěch Bartoš

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PERSONAL INFORMATION	Born: August 1, 1984 Czech citizen Married, two children	
CONTACT INFORMATION	University of Munich Geschwister-Scholl-Platz 1 D-80539 Munich Germany	+49 (0) 89 / 2180 9776 vojtech.bartos@econ.lmu.de bartos.vojta@gmail.com <a href="http://www.vojtechbartos.net">www.vojtechbartos.net</a>
RESEARCH INTERESTS	Development Economics, Behavioral Economics, Experimental Economics, Applied Microeconomics	
CURRENT POSITION	<b>University of Munich</b> , Munich, Germany Assistant Professor in Behavioral and Experimental Economics	<b>2016–present</b>
AFFILIATIONS	<b>Princeton University</b> (Visiting Fellow) <b>CESifo</b> (Research Network Affiliate) <b>CERGE-EI</b> (Research Associate)	<b>Jan–Jun 2020</b> <b>2018–present</b> <b>2016–present</b>
GRADUATE EDUCATION	<b>CERGE-EI</b> , Prague, Czech Republic Ph.D. in Economics  M.A., Economics (2011) Field Courses: Econometrics, Experimental Economics, Law and Economics  <b>New York University</b> , New York, USA Doctoral Fellow, hosted by Prof. Jonathan Morduch  <b>Charles University</b> , Prague, Czech Republic M.A. Economic Theory, 2010 (Distinction)	<b>2010–2016</b>     <b>Sep–Dec 2014</b>   <b>2008–2010</b>
PUBLICATIONS	<b>Attention Discrimination: Theory and Field Experiments with Monitoring Information Acquisition</b> (with Michal Bauer, Julie Chytilová, and Filip Matějka) <i>American Economic Review</i> 2016, 106(6): 1–39  <b>Who Actually Decides? Parental Influence on the Housing Tenure Choice of Their Children</b> (with Martin Lux, Tomáš Samec, Petr Sunega, Ján Pálguta, Irena Boumová, and Ladislav Kázmér) <i>Urban Studies</i> , 2018, 55(2), 406–426  <b>Parental leave length, social norms, and female labor market re-entry frictions</b> (with Barbara Pertold-Gebická) <i>International Journal of Manpower</i> , 2018, 39(4), 600–620  <b>Sanctioning and trustworthiness across ethnic groups: Experimental evidence from Afghanistan</b> (with Ian Leveley) <i>Journal of Public Economics</i> , 2021, 194, 104347	

**Psychological Effects of Poverty on Time Preferences**

*(with Michal Bauer, Julie Chytilová, and Ian Levely)*

*The Economic Journal, forthcoming*

**Seasonal Scarcity and Sharing Norms**

*Journal of Economic Behavior and Organization, 2021, 185, 303-316*

WORKING PAPERS

**Covid-19 Crisis Fuels Hostility against Foreigners**

*(with Michal Bauer, Jana Čahlíková, and Julie Chytilová)*

*IZA Discussion paper 13250; Revised and resubmitted in the European Economic Review*

OTHER WORK IN  
PROGRESS

**Racial Discrimination in Seeking Advice.**

*(with Ulrich Glogowsky and Johannes Rincke )*

*Data analysis ongoing. Registered trial: AEARCTR-0005812.*

**Identifying and teaching high-growth entrepreneurship: Experimental evidence from entrepreneurship academies for university students in Uganda.**

*(with Kristina Czura, Michael Kaiser, Timm Opitz, and Brendan Shanks)*

*Field work ongoing. Registered trial: AEARCTR-0004502.*

**Life During Pandemics.**

*(with Michal Bauer, Jana Čahlíková, and Julie Chytilová)*

*Ongoing high-frequency longitudinal data collection tracking behavior of a representative sample of 3100 Czechs during the Covid-19 pandemic. Several research projects ongoing. Registered trials (sub-projects): AEARCTR-0005993 and AEARCTR-0007396.*

**The Importance of First Impressions: Reducing Mistreatment of Migrant Domestic Workers.**

*(with Toman Barsbai, Victoria Licuanan, Andreas Steinmayr, Erwin Tiongson, and Dean Yang)*

*Manuscript in preparation. Registered trial: AEARCTR-0003837 and AEARCTR-0003788.*

**A Design-Based Approach Towards Understanding Gender Differences in Tournament Entry.**

*(with Roel van Veldhuizen)*

*Manuscript in preparation. Registered trial: AEARCTR-0005112.*

**Sanctions, Trustworthiness and Business Formalization in Malawi.**

*(with Francisco Campos, Markus Goldstein, and Ian Levely)*

*Manuscript in preparation.*

**Risk Sharing and Fairness Views Across Caste: Experimental Evidence from India.**

*(with Tushi Baul)*

*Resting.*

OTHER WRITING

**The impacts of the COVID-19 pandemic on mental health** (A study for the Institute for Democracy and Economic Analysis IDEA; in Czech, *with Jana Čahlíková, Michal Bauer, and Julie Chytilová*)

**How to Communicate with the Public? Lessons from Behavioral Economics for the Fight Against Covid-19** (A study for the Institute for Democracy and Economic Analysis IDEA; in Czech)

**Labor Market (Non-)Discrimination of Women in Expected Motherhood: Experi-**

**mental Evidence** (A study for the Institute for Democracy and Economic Analysis IDEA; in Czech)

**Livelihood Development: A Practical Guide to Administering PIN Livelihood Development Programs** (Practical guidebook for People in Need, *with Ian Levely*)

**Impact Evaluation: A Practical Guide to Designing and Administering Impact Evaluations of PIN Programs** (Practical guidebook for People in Need, *with Ian Levely*)

**Data Collection: A Practical Guide to Collecting Data in Developing Countries** (Practical guidebook for People in Need, *with Ian Levely*)

#### AWARDS

**Exeter Prize for Research in Experimental Economics, Decision Theory and Behavioral Economics**, Exeter Business School 2017  
**Best paper: Economics of Discrimination**, Unicredit & Universities Foundation 2015  
**CERGE-EI Graduate Teaching Fellowship** for 3 courses 2015  
**Young Economist of the Year**, 1<sup>st</sup> prize, Czech Economic Society 2014  
**CERGE-EI Performance Stipend** 2011–2014  
**Erasmus Scholarship**, University of Konstanz 2008

#### GRANTS

**DFG Research grant #444754857**, Co-PI (€360,000) 2020–2023  
**DFG Research fellowship #433827471** financing 6 months at Princeton University, PI 2020  
**CRC TRR 190 Rationality and competition: Supplementary**, Co-PI (€22,000) 2017–2019  
**Grant Agency of Charles University (GAUK) #468313**, PI (\$35,000) 2013–2015  
**Norway Grants: Let's Give (Wo)Men a Chance #CZ12**, (\$8,000) 2015  
**Global Development Network**, CEE Research Competition #XIII/11, PI (\$9,000) 2013–2014  
**Global Development Network**, CEE Research Competition #X/105, PI (\$7,500) 2010–2011  
**Grant Agency of Charles University (GAUK) #71610**, PI (\$7,500) 2010–2011

#### TEACHING EXPERIENCE

**University of Munich**, Munich, Germany, *Lecturer (graduate)*: Development Economics (Spring 2017, Spring 2018, Spring 2019, Spring 2021), (Lab-in-)Field experiments introduction for incoming PhD cohort minicourse (Fall 2017, Fall 2019)  
**University of Munich**, Munich, Germany, *Lecturer (undergraduate)*: Behavioral Aspects of Poverty Seminar (Fall 2016), Economics of Discrimination Seminar (Fall 2017), Behavioral Development Economics Seminar (Fall 2018), Economics of Gender (Fall 2019), Social Preferences and Norms (Fall 2020)  
**CERGE-EI**, Prague, CZE, *Lecturer (graduate)*: Economics of Discrimination workshop (Fall 2018)  
**CERGE-EI**, Prague, CZE, *Teaching Assistant (graduate)*: Experimental Economics (2013, 2014), Microeconomics 0 (Summer 2012–2014), Program Evaluation (Spring 2012)  
**Charles University**, Prague, CZE, *Lecturer (graduate)*: Introductory Econometrics (Fall 2015); *Teaching Assistant (undergraduate)*: Microeconomics I (Spring 2011)  
**ISSET**, Tbilisi, Georgia, *Lecturer (graduate)*: Development Economics (Spring 2016)  
**People in Need (NGO)**, Prague, CZE, *Lecturer (online course for NGO practitioners)*: Program Evaluation, Data Collection in Developing Countries (created in 2012)  
**University of Economics**, Prague, CZE, *Lecturer (graduate)*: Development Economics (Spring and Fall 2015)

#### RESEARCH PRESENTATIONS AND CONFERENCES

**2021 JHU-LSE BEI Covid19 conference**, Organized online by the John Hopkins University and

the London School of Economics — **2020** *University of Regensburg*, Regensburg, Germany; *Hertie School*, Berlin, Germany; *CESifo Behavioral Economics conference*, Munich, Germany; *WZB*, Berlin; *Princeton University*, NJ, USA (Covid-cancelled); *Rutgers University*, NJ, USA (Covid-cancelled); *Fordham University*, NY, USA; *City University of New York*, NY, USA — **2019** *CRC Development Economics Workshop: Firms and Productivity*, Berlin, Germany; *Early Career Behavioral Economics Conference*, San Diego, USA; *AEL conference* Berlin, Germany; *CRC Rationality and Competition Spring 2019 Meeting*, Berlin, Germany — **2018** *CRC Rationality and Competition Spring 2018 Meeting*, Berlin, Germany; *University of Marburg* (Micro seminar), Marburg, Germany; *German Economic Association Annual Meeting*, Freiburg, Germany; *University of Stirling* (Micro seminar), Stirling, Scotland; *CRC Rationality and Competition Fall 2018 Meeting*, Ohlstadt, Germany; *CESifo Behavioral Conference*, Munich, Germany; *brq Workshop: Skills, Preferences and Educational Inequality*, Bonn, Germany; *University of Ingolstadt* (Micro seminar), Ingolstadt, Germany — **2017** *LMU* (Micro workshop), Munich, Germany; *CRC Rationality and Competition Spring 2017 Meeting*, Berlin, Germany; *Masaryk University* (Micro seminar), Brno, Czech Republic; *Early Career Behavioral Economics conference*, Pittsburgh, USA; *Natural Experiments and Controlled Field Studies*, Ohlstadt, Germany; *Hiring Discrimination: Measures, Moderators and Mechanisms*, Vaxjo, Sweden; *2nd International BFH Conference on Discrimination in the Labor Market*, Bern, Switzerland; *IAREP 2017*, Tel Aviv, Israel; *CRC Rationality and Competition Fall 2017 Meeting*, Tutzing, Germany; *CESifo Behavioral Economics conference*, Munich, Germany; *Exeter Prize Workshop*, Exeter, UK; *University of Economics* (Micro seminar), Prague, Czech Republic (scheduled) — **2016**: *University of Sussex*, Falmer, UK; *DIW and Humboldt University*, Berlin, Germany; *Einaudi Institute for Economics and Finance*, Rome, Italy; *Amsterdam School of Economics*, Amsterdam, The Netherlands; *University of Surrey*, Guildford, UK; *University of Munich*, Munich, Germany; *University of Massachusetts Amherst*, Amherst, MA, USA; *University of East Anglia*, Norwich, UK; *Finance and Development*, DIW, Berlin (discussant), Bavarian Micro Day — **2015**: *IMEBESS*, Toulouse; *NIBS*, Nottingham; *16<sup>th</sup> Annual Global Development Conference by GDN*, Casablanca; *SBRC*, Kiel; *Workshop on Economics of Discrimination*, Naples; *ESA European Meeting*, Heidelberg; *Wageningen University*, Wageningen (Development Econ Seminar); *SEEDec*, Prague, Czech Republic — **2014**: *UEA PhD Workshop*, London; *ESA European Meeting*, Prague; *Rutgers University* (Applied Micro Seminar), New Brunswick; *New York University*, New York; *Columbia University*, New York; *Rutgers University* (Experimental Econ Seminar), New Brunswick; *SEEDec*, Bergen — **2013**: *GDN Seminar Series*, New Delhi; *8<sup>th</sup> NCBEE*, Stockholm; *CERGE-EI*, Prague; *GDN Summer Workshop*, Prague; *Discrimination as a factor of social exclusion*, Olomouc; *Equality and non-discrimination in the work of the Ombudsman*, Brno — **2012**: *13<sup>th</sup> Annual Global Development Conference by GDN*, Budapest — **2011**: *Charles University*, Prague — **2010**: *GDN Summer Workshop*, Prague

#### ACADEMIC COMMUNITY SERVICE

**Refereeing for:** CERGE-EI, Diligentia Foundation, Economic Journal, European Economic Review, Experimental Economics, Grant Agency of the Charles University, International Journal of Manpower, Israel Science Foundation, IZA Journal of Migration, Journal of Behavioral and Experimental Economics, Journal of Comparative Economics, Journal of Economic Behavior and Organization, Journal of Economic Psychology, Journal of Economic Surveys, Journal of the European Economic Association, Management Science, Political Analysis, Political Communication, Review of Economics and Statistics, Swiss National Science Foundation, Social Forces, Theory and Decision, World Development

**Conference organization (or assistance):** *CRC Rationality and Competition Development Economics Workshop: Firms and Productivity*, Berlin (Nov 2019); *CRC Rationality and Competition Spring 2019 Meeting*, Berlin (Mar 2019); *Prague Economic Meeting*, Prague (Jun 2011); *Economic Science Association European Meeting*, Prague (Sep 2014); *Symposium on Economic Experiments in Developing Countries*, Prague (Dec 2015)

OTHER  
PROFESSIONAL  
EXPERIENCE

**CERGE-EI**, Prague, CZE, *Junior Researcher* (Sep 2013–present); *Research/Teaching Assistant*: to Michal Bauer, Fabio Michelucci, Peter Katuščák; GDN CEE hub (Dec 2010–2015)

**People in Need**, Prague, CZE, *Consultant*: Electronic data collection and impact evaluations (Jul 2012–Apr 2014);

**People in Need**, Mazar-i-Sharif, AFG, *Consultant*: Assessment of agricultural development projects (Sept–Oct 2012); *Consultant*: Ex-post evaluation of an EC/EuropeAid agricultural development project (Mar–Apr 2012)

**People in Need**, Kuito, AGO, *Project manager*: rural livelihoods project (volunteering) (Aug 2011–Feb 2012)

**Academy of Sciences of the Czech Republic, Institute of Sociology**, Prague, CZE, *Research Assistant*: to Martin Lux (2010–2011)

**National Economic Council of the Czech Government (NERV)**, *Research Assistant* (2009)

LANGUAGE SKILLS

**Czech** (native), **English** (proficient), **German** (proficient), **Spanish** (basic), **Portuguese** (basic), **French** (elementary)

REFERENCES

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1.6.2021 in Munich, Germany



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## LETTER OF MOTIVATION, AND RESEARCH AND TEACHING STATEMENT

**Outline.** I first **introduce myself**, summarize the main **contributions of my work**, provide more details on my **research achievements**, **fundraising** for my research, academic **networks**, my outreach **beyond academia**, and I provide details of my **teaching**. Building on this, I motivate my **decision to apply for a position at the University of Milan**.

**Introduction.** I am a behavioral and development economist, mostly using experimental methods to study key societal issues of discrimination, inequality, and poverty. My research on discrimination made me study in depth literature on effects of social exclusion, be it through discrimination, marginalization, or inability to fully participate in society because of a lack of financial resources. Since then, these themes have been guiding my work. I have published in journals such as *The American Economic Review*, *The Economic Journal*, *Journal of Public Economics*, *Journal of Economic Behavior and Organization*, *Urban Studies*, and *International Journal of Manpower*, and one of my studies has been invited for a revision in the *European Economic Review*. I have received over 500,000 USD in funding for my research.

I collect own data and employ experimental methods, ranging from laboratory experiments, lab-in-the-field experiments, Internet experiments, to randomized control trials (RCTs). Experiments allow me to study causal mechanism with a focus on examining channels driving individual behavior. The latter motive is key. It allows me to separate channels in an unconfounded way, and carefully test theories. This makes experiments a valuable complement to research using observational data with perhaps higher external validity, but mostly less precise identification. As a true believer in importance of research transparency, I have registered most of my recent trials and pre-committed to the analysis using pre-analysis plans.<sup>1</sup>

I often tie empirical research to theory, and my work is motivated by research in economics and social sciences in general, including psychology, sociology, and social anthropology. I do not shy away from using other empirical methods beyond experiments. My ongoing work involves a difference in differences estimation strategy using existing datasets.

I have been involved in field experiments in Afghanistan, India, Malawi, and Uganda, and Internet field experiments in the Czech Republic, Germany, Hong Kong, the Philippines, Saudi Arabia, the United Arab Emirates, and the United States of America, and a laboratory experiment in Germany. I use existing datasets from the Democratic Republic of Congo and I am currently collecting a large high-frequency panel dataset on individual behavior during the Covid-19 pandemic from a representative sample in the Czech Republic.

I believe in the power of collaboration in research. I have a wide range of co-authors from different countries. I have been an active participant in the international academic community by participating in and organizing of numerous conferences and research seminars. I visited New York University (2014) and Princeton University (2020) for semester-long research stays. I also actively engage in academic community service and reach beyond academia.

I trust that my work, including the future projects, will help our understanding of discrimination and behavioral aspects of poverty. These findings may in turn inspire policy that may alleviate these critical issues and make the world a fairer place.

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<sup>1</sup>I acknowledge the value of exploratory data analysis and actively engage in it myself. Yet I feel obliged to credibly pre-commit to ex-ante hypotheses that inspired my experimental design.

**Discrimination and intergroup bias.** Intergroup conflict is a key challenge human society is facing. It is ever-present, ranging from sub-conscious everyday prejudice, all the way to systemic genocide. In my work, I aim to understand what drives discrimination, whether interactions with minorities affect productivity of those who discriminate, whether external shocks affect discrimination, how institutions affect inter-group relationships, whether simple behavioral intervention can reduce mistreatment of marginalized groups, and what drives gender differences in behavior.

Research on discrimination in labor markets or housing markets typically focuses on decision-makers' ultimate choices. Yet it is not clear at which stage of a decision-making process discrimination occurs. In **"Attention Discrimination: Theory and Field Experiments with Monitoring Information Acquisition"** (joint with Michal Bauer, Julie Chytilová, and Filip Matějka), we extend existing models of discrimination with models of costly attention typically studied in macroeconomics. We show theoretically and empirically that discrimination occurs already during an early stage of a selection process, through endogenous attention to information provided to decision-makers by individuals from different groups. Applications from groups with lower expected quality, keeping other characteristics and parameters constant, are screened less often in markets where only top applicants are selected. To the contrary, in markets where most applicants are selected, decision-makers screen applicants from groups with lower expected quality more often to detect the lemons. In both cases, discrimination is magnified beyond what standard models would predict. We test our theory using three Internet field experiments in a tight labor market in Germany and the Czech Republic, and in a Czech rental housing market where most applicants get a chance to visit an apartment. In all markets, we send fictitious applications and vary applicant names that are typical for majority Czechs, and for typical ethnic Roma or Asians. To measure attention, we implemented a tracking code to observe whether decision-makers screen electronic resumes and personal websites of fictitious applicants, a novel feature in correspondence experiments literature. We complement the evidence by survey data collected from the decision-makers, HR managers and landlords. In the surveys, we elicit distributions of beliefs about applicants' qualities to rule out alternative explanations. Our results suggest that postponing the revelation of the group attribute may reduce the attention asymmetry across groups. This paper has been published in the *American Economic Review*.

While the attention discrimination paper focuses on a pre-selection stage and complements existing models of economics of discrimination in selection into markets, empirical evidence on inter-group productivity complementarities studied theoretically remains sparse. Most anti-discrimination policies assume that increased hiring from minority groups would not have adverse effects on firms productivity. But Hjort (2014 QJE) shows that allocation of tasks within firms follow ethnic boundaries, at a cost of efficiency, and Glover et al. (2017 QJE) show that workers with biased managers reduce their productivity. Would interaction with a disliked individual directly affect discriminator's productivity through psychological channels? In **"Racial Discrimination in Seeking Advice"** (joint with Ulrich Glogowsky and Johannes Rincke) we study reasons for observed underrepresentation of racial minorities on qualified jobs, specifically in advisory positions (financial advisory, medical doctors, teachers, lawyers, TV anchors, etc.). Could the demand side explain part of the gap? Using an Internet sample of US residents, we study experimentally whether individuals who receive advice on how to solve an incentivized real effort task from a Black advisor perform differently from those who receive the advice from a White advisor, keeping everything else beyond the skin color of an advisor constant. The task we study has a unique outcome that can be solved through a range of strategies. This allows us to quantify advice utilization and its effectiveness on an individual level. To assess the extent of discrimination, we elicit individual willingness to pay (WTP) for receiving advice, a continuous measure of discrimination, using a Becker-DeGroot-Marschak mechanism.<sup>2</sup> This method then allows us to focus on individuals who received the advice, without endogenous self-selection at different WTP for Black and White instructors. Our design thus allows us to

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<sup>2</sup>This is in response to a critique of correspondence studies in which an extent of discrimination may be exacerbated by relying on binary measures such as an indicator for a job interview.



causally study two steps of a process in which discrimination may be present: entry and production. To our knowledge, ours is the first study that directly manipulates skin color in a video using postproduction manipulations, establishing a new paradigm in discrimination research. We are currently finishing the data collection.

The research discussed above together with my other work<sup>3</sup> studies existence of discrimination. Yet discrimination is not a static phenomenon. Social scientists have long argued that difficult life conditions imposed upon individuals by external forces that threaten physical well-being and safety, such as economic and political upheavals or widespread disease, may create a fertile environment for xenophobia and out-group hostility. In **“Covid-19 Crisis Fuels Hostility against Foreigners”** (joint with Michal Bauer, Jana Cahlíková, and Julie Chytilová), we study how fears associated with a global pandemic accompanied by a major economics shock shape hostility against particular groups. Our evidence is based on a large-scale experiment implemented in midst of the Covid-19 crisis. We elicited hostile behavior among a nationally representative sample in the Czech Republic while the pandemic was on the rise, and the entire population lived under lockdown and border closure. We measure hostility using a novel paradigm called Help-or-Harm task (HHT). Respondents make anonymous, one-shot allocation decisions, in which they can decide to decrease a monetary reward for another person. We manipulate identities of the other person to represent a wide range of domestic and international groups. Reducing payoff of the other person is clearly an act of hostility as no material benefits arise to the respondent. To manipulate worries, we randomly assign the participants either to a treatment condition that increased the salience of Covid-related problems and fears through a detailed survey on Covid-related issues before making the HHT decisions, or to the control condition in which Covid-related challenges were not made salient prior to making HHT choices. We find that elevating salience of the Covid-19 crisis magnifies hostility against foreigners. Our results suggest policy-makers will need to think about ways to rebuild social ties across national borders, as a pre-condition to re-establishing international trade and cooperation at a global level. The editors of the *European Economic Review* have requested a revision of the manuscript.<sup>4</sup>

With adverse effects of intergroup bias causing marginalization and efficiency losses, a natural question arises: How to restore inter-group relationships? Institutional change may be one way. In **“Sanctioning and trustworthiness across ethnic groups: Experimental evidence from Afghanistan”** (joint with Ian Levely) we study how individuals respond to introduction of formal sanctioning mechanisms depending on group composition. There exists a trade-off: While well-functioning institutions for enforcing contracts may improve efficiency by creating material incentives for cooperation, at the same time sanctions may trigger different behavior depending on group identity. We experimentally test this using a modified trust game with individuals from ethnically segregated Afghan communities, a society that is currently undergoing a radical externally-aided transformation from an informal society to a modern state of rule of law. In the experiment, we manipulate sanctioning and ethnic identity. We find that sanctioning increases trustworthiness in cross-ethnic interactions, but not when applied by a co-ethnic. While we find higher in-group trustworthiness in the absence of sanctioning, the availability and use of the sanction closes this gap. Thus, we show how sanctioning is more effective in increasing

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<sup>3</sup>I conducted two other internet correspondence experiments studying discrimination. In **“Parental leave length, social norms, and female labor market re-entry frictions”** (joint with Barbara Pertold-Gebická) we show that social norms related to parental leave length may hinder labor market re-entry among less qualified female job seekers after parental leave. In **“Labor market (non-) discrimination of women in expected motherhood: Experimental evidence”** I show that relative to men, females with children are generally not discriminated in a labor market.

<sup>4</sup>This study is a part of a longitudinal study tracking behavior of Czechs during the pandemic that has been running since mid-March 2020. We repeatedly survey over 3000 Czechs. The data is used for policy advisory, epidemiological modelling, and we also published an extensive study on the state of mental health in the population during the pandemic (**“Impacts of a coronavirus pandemic on mental health”** (joint with Jana Cahlíková, Michal Bauer, and Julie Chytilová). We plan further studies exploiting the rich HHT data together with a range of variables measured over time.

cooperation between groups than within groups. Our experimental design using a partial strategy method<sup>5</sup> further allows us to show that the results are consistent with a behavioral effect of crowding out of prosocial motivations among co-ethnics but not in cross-ethnic interactions. Our results suggest that institutions may have a greater benefit when applied across ethnic groups.<sup>6</sup> The paper has been published in the *Journal of Public Economics*.

Institutional changes are extremely costly and results may be uncertain. Are there simpler ways of restoring inter-group relationships? In **“The Importance of First Impressions: Reducing Mistreatment of Migrant Domestic Workers”** (joint with Toman Barsbai, Victoria Licuanan, Andreas Steinmayr, Erwin Tiongson, and Dean Yang) we study relationships between female Filipino domestic workers (DWs) and their employers from Hong Kong and the Middle East, a relationship with extremely skewed bargaining powers towards the employers with frequent reports of DW harassment. We implement a simple behavioral intervention building on insights from social psychology: people reciprocate, are kinder towards individuals they are socially closer to themselves, and both of these effects are magnified during early encounters. We randomly encourage departing DWs to give their prospective employers a small present and show them a photo of their family during their first encounter. The intervention has lasting positive effects. DWs report improved relationships with their employers, including a revealed preference measure in terms of increased DW’s willingness to prolong a contract with their current employer, and positive spillover effects on other family members. To better understand the mechanisms, we complement the RCT with an incentivized online redistribution experiment with representative samples of populations of Hong Kong, Saudi Arabia, and the United Arab Emirates. The experiment mimics the features of the RCT but allows for separation of the mechanisms. We find support for increased altruistic behavior towards Filipinas with reduced social distance. The intervention is extremely low-cost and even small effects may be very cost-effective. Such simple behavioral interventions can complement more comprehensive institutional reforms. We are currently preparing the manuscript.

My other research on group differences, related to the research on group bias, is inspired by the vast literature documenting gender differences in competitiveness. To understand what drives the difference, the literature typically tests underlying channels using parametric methods and explaining competitiveness trait as a residual in a regression framework. But recent research suggests this method may be problematic as it does not account for measurement error. In **“Understanding Gender Differences in Tournament Entry: a Design-Based Approach”** (joint with Roel van Veldhuizen), we propose a non-parametric method that allows us to identify the factors that drive observed effects using treatment comparisons. We implement this method in a laboratory experiment where participants choose between piece rate and tournament pay and use it to estimate the importance of a number of key drivers of the often-observed gender gap in tournament entry, including the role of selection into tournament and the role of externalities on others’ payoffs typically not considered in the literature. We also compare the results of our method to previous estimates that rely on parametric regression-based method to identify the drivers of the gender gap in willingness to compete. Understanding the channels may help us design tournaments that are better gender balanced. We are currently analyzing the data.

**Poverty and human behavior.** Beyond discrimination, individuals face a range of challenges that prevent them from full participation in a society. A nascent work on “scarcity” or the “psychology of poverty” suggests that living in an environment of ubiquitous scarcity consumes

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<sup>5</sup>In partial strategy method we developed for this study, participants make several choices from a randomly selected subset of all parameter combinations available in the experiment. This method is useful for experiments in which large numbers of parameter combinations are available, rendering a full strategy method of presenting subjects with all parameter combinations impractical.

<sup>6</sup>The observed limited crowding-out of intrinsic motivations by resorting to formal sanctioning mechanisms in our sample is in stark contrast to earlier literature using a similar paradigm. In **“Sanctions, Trustworthiness and Business Formalization in Malawi”** (with Francisco Moraes Leitao Campos, Markus Goldstein, and Ian Levey) we ask if the difference is due to the limited experience with formal institutions. We exploit the random allocation of small enterprises in a business formalization program in an earlier World Bank RCT, which allows us to establish a causal relationship between experience with formal institutions and the behavioral response to the use of formal institutions using a controlled lab-in-the-field experiment.

cognitive resources and adversely affects emotions, affecting individual behavior beyond the effects of liquidity constraints. In **“Psychological Effects of Poverty on Time Preferences** (joint with Michal Bauer, Julie Chytilová, and Ian Levely), we test whether an environment of poverty affects time preferences through purely psychological channels. We measured discount rates among farmers in Uganda who made decisions about when to enjoy entertainment instead of working. To circumvent the role of economic constraints, we experimentally induced thoughts about poverty-related problems, using priming techniques. We study time discounting of the consumption of a temptation good using a task adapted for low-literacy population. Elicited entertainment-discounting is not confounded by the role of liquidity and time constraints and hence allows us to measure time preferences directly. We find that thinking about poverty increases the preference to consume entertainment early and to delay work. Using monitoring tools similar to eye tracking, a novel feature for this subject pool, we show that this effect is unlikely to be driven by less careful decision-making processes. Our results are consistent with models of limited self-control that is adversely affected by experimentally induced poverty-related thoughts. Our results provide further support for temporary anti-poverty programs having lasting effects on economic activity. Also, if poverty is not chronic but temporal, timing of subsidies or offers for products that involve future-oriented decisions may play a large role. The paper has been published in the *Economic Journal*.

I explore temporal nature of poverty in **“Seasonal Scarcity and Social Norms”**. Research on behavioral aspects of scarcity has so far examined individual behavior. But does scarcity also affect inter-personal behavior and broader social structures? I ask how scarcity affects individual willingness to altruistically enforce norms of sharing with others and individual willingness to share. Sharing within informal communities offers an important insurance mechanism during adverse shocks. But scarcity may test the stability of informal norms enforcement mechanisms. I conducted repeated incentivized economic experiments in both a lean and a relatively plentiful post-harvest season with the same group of Afghan subsistence farmers experiencing annual seasonal scarcities. Sharing enforcement weakens substantially in times of scarcity, while sharing itself remains temporally stable. Leniency in enforcement may protect individuals who cannot afford to share from social sanctions, yet it may also threaten sharing and result in deterioration of prosociality. The findings can help reconcile the mixed evidence in the existing literature documenting both community resilience and breakdown in response to scarcity. I was awarded the *Young Economist of the Year* award by the Czech Economic Society for this paper. This paper has been published in the *Journal of Economic Behavior and Organization*.

Fighting poverty is among ultimate goals of economics and observing the plethora of adverse effects going even beyond liquidity constraints make this goal even more pressing. In **“Identifying and teaching high-growth entrepreneurship: Experimental evidence from entrepreneurship academies for university students in Uganda”** (joint with Kristina Czura, Michael Kaiser, Timm Opitz, and Brendan Shanks) we build on an extensive literature in development economics studying effects of business training on poverty alleviation. While earlier research shows mixed evidence, teaching entrepreneurial mindset shows most potential to existing small scale entrepreneurs. In cooperation with StartHub Africa, an NGO, we focus on a sample with high potential: Ugandan university students. We disentangle the extent to which entrepreneurial success can be attributed to skill formation and to selection. To study skill formation of nascent entrepreneurs, we randomly accept applications to a business training program fostering an entrepreneurial mindset. We measure labor market outcomes, business creation and success, and cognitive and non-cognitive skills as key outcomes up to three years after program participation. To increase statistical power and to capture dynamics, we measure outcomes repeatedly. To better understand individual motivation for entrepreneurship, we experimentally vary marketing messages to all interested students prior to their application decision, emphasizing either entrepreneurial profit or entrepreneurial freedom. Lastly, we describe endogenous self-selection through non-experimental comparisons of key outcomes among applicants and eligible students from the same population who were aware of the entrepreneurship training program but did not express interest. We have received a 360,000 EUR grant from the *German Science Foundation* for this project (until 2023). We have now collected baseline data

for the first two cohorts with over 1200 students. Together with the main study, we also plan further studies exploring barriers to financing of start-ups in Uganda.

**Awards for research activities.** The paper “Attention Discrimination: Theory and Field Experiments with Monitoring Information Acquisition” won the Best Paper Award on The Economics of Discrimination 2015 by the *UniCredit & Universities Foundation and the Royal Economic Society*, and a 2017 *Exeter Prize for Research in Experimental Economics, Decision Theory and Behavioral Economics*. Also, I was awarded the first prize in the *Czech Young Economist of 2014* by the Czech Economic Society.

**Research funding, team management, and organizational skills.** I believe my experience managing almost \$500,000 from eight grants as a principal investigator or as a co-investigator is a valuable asset. Field research requires management of research assistants, surveyors, team managers, data managers, programmers, and community mobilizers, and also extensive logistical planning. I have developed both team management and organizational skills during my extensive fieldwork in a range of different countries.

**Academic collaboration and research visits.** I consider myself an active participant in the global academic community. Apart from close research collaborations with senior and junior faculty and doctoral students from many different countries, I visited Princeton University as a visiting fellow in 2020, and New York University as a doctoral fellow in 2014, each for a semester. I have received competitive scholarships for both stays. I participated in many workshops and conferences, and was invited to present my work at numerous departments in Europe, the USA, and in India. I believe my experience and my positive attitude could make me a valuable contribution to an established department.

**Academic community service.** I understand service to the academic community as a valuable part of the job of an academic and an important public good. For this reason, I organized or helped with organization of several conferences. I serve as an active referee for a range of academic journals, mainly in the field of economics but also in political science. I also serve as a referee for several grant agencies and foundations. At the University of Munich, I have actively assisted with three years of recruitment of junior faculty on the international academic job market, including two trips to the meetings of the American Economic Association. I also assisted our PhD students with their preparations for the academic job market. As an expatriate myself, I coordinated development of a handbook for incoming LMU faculty from foreign countries. I also understand the need for delivering quality state-of-the-art instruction to underserved regions. For this reason, I served as a visiting lecturer at ISET, a graduate school in economics for the Caucasus region in Tbilisi, Georgia.

**Beyond academia.** Being an active researcher implies promotion of research beyond academia. I was invited to several conferences for policy-makers and practitioners both in Germany and the Czech Republic. I also wrote several reports for a Czech economics think tank IDEA associated with CERGE-EI in Prague. During the Covid crisis, I also regularly appeared in the Czech media, discussing topics of mental health, vaccination promotion, and the role of behavioral sciences in informing communication strategies of the government. Apart from academic research I also conducted ex-post development program evaluations in Afghanistan for a Czech NGO and for the European Commission. My work as a program manager in Angola for a largest Central European NGO People in Need prior to my doctoral studies provides me with a strong network of valuable contacts.

**Teaching.** I have an extensive experience with teaching students at all levels from undergraduate to PhD a broad range of courses. I have received very good teaching evaluations (see attached). I have been teaching master level *Development Economics* since 2015 at the University of Economics in Prague, ISET in Tbilisi, and the University of Munich. I taught undergraduate *Introductory Econometrics* at Charles University in Prague. Every year since 2016, I prepare an advanced undergraduate reading seminar on topics such as *Behavioral Aspects of Poverty*, *Economics of Discrimination*, *Behavioral Development Economics*, *Economics of Gender*, and *Social Preferences and Norms*. I also give a graduate level course to incoming cohorts of PhD

students on *Field Experimental methods*. As a teaching assistant, I taught *Introductory Microeconomics* (graduate and undergraduate), *Experimental Economics* (graduate), and *Program Evaluation* (MA). I also taught several popular courses on *Economics of Discrimination* to the general public in Prague and a specialized course on *Program Evaluation* to a large Czech NGO. I received two official teaching certificates, I was also awarded a competitive *CERGE-EI Teaching Fellowship* for my teaching at the University of Economics, and a *scholarship by the Czech Development Agency* for my teaching at ISET.

In Development Economics, I teach students modern research methods with applications to most recent research in development economics in an interactive way, all founded in solid economics theory. The lecture connects theory, most recent empirical evidence, and critical discussion of identification strategies. In tutorials, we replicate results of existing research papers to give students a hands on experience with quantitative data analysis, and critical thinking about economic theory and identification. My goal is to convey to students that research methods can be applied to a vast range of unexplored research questions but also how to think critically about evidence presented to them. This can both inspire promising dissertations, as well as teach students critical thinking required in all paths of their lives.

In addition to the standard advising to undergraduates (22 BA theses) and master students (7 MA theses)<sup>7</sup>, I also advise students at the graduate level. I am an official junior supervisor for Michael Kaiser (2021), Silvia Castro (exp. 2022), and Valentina Stöhr (exp. 2023). I regularly engage in informal advisory to other PhD students. I have been serving as a mentor for two students in the research oriented Master in Quantitative Economics program (Valentina Stöhr and David Gstein).

**Why I am a good match for the University of Milan.** The interdisciplinary nature of my work focusing on the study of human behavior, with a specific focus on the role of poverty and discrimination, would be a suitable complement to the excellent research in economics at the Department of Economics, Management and Quantitative Methods at the University of Milan. I believe I would also be a good member of a wider academic community in Milan. I see great scope for fruitful discussions and collaboration with many members of the senior and junior faculty, and PhD students. Among others, my interest in the study of economic development could be in line with the works of Professors Giovanna D’Adda or Giorgio Barba. Relatedly, my recent work on promoting entrepreneurship among students in Uganda could complement works of Professors Marco Leonardi, Anita Quas, or Francesco Rentocchini. My work on improving living and working conditions of Filipina migrants may complement work of Professors Francesco Fasani or Anna Rosso. Through my work on discrimination, my work may also be complementary to that of Professors Massimiliano Bratti or Simona Gamba. Last but not least, it is encouraging to see many faculty members using experimental methods in their work. I would be excited to contribute to the discussion with my own experience of running a wide range of experiments in different settings. I have already had a chance to meet several researchers from the University of Milan in person (Professors Antonio Filippin, Veronica Grembi, and Andrea Ariu). I enjoyed the discussions, which further reinforced my eagerness in joining the department.

I also understand that the University of Milan puts great emphasis on high quality teaching. As documented above, I am ready to teach a broad range of courses. I have always aspired to treating my students with respect, to making sure that they understand the covered topics thoroughly, and to having them think critically about the materials covered and the world around them in general. I engage in in depth discussions with students. I believe many students who wrote their term papers or theses with me would agree that I am always eager to discuss their work in detail.

Lastly, it is encouraging to see that the University of Cologne is engaged in a dialogue with policymakers. I am no stranger to policy advice through my advisory to a large Czech NGO. I also participated in high-level discussions with both the Czech and the German government

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<sup>7</sup>One MA thesis was clearly outstanding. With the student, Simeon Häfele (and with Mathias Bühler), we are discussing the potential of writing up a research article studying effects of conflict mineral certification on violence in the Democratic Republic of Congo. The working title is “**Conflict Mineral Certification and Violence**”.

institutions. I understand that if research is to have impact, it also needs to be credibly communicated to the general public. I engage in such activities.

Thank you for considering my application. Feel free to contact me at [vojtech.bartos@econ.lmu.de](mailto:vojtech.bartos@econ.lmu.de).

Yours sincerely,

A handwritten signature in black ink, appearing to be 'V.B.' followed by a stylized flourish.

Vojtěch Bartoš