



**FAIR**

Centre for Experimental Research  
on Fairness, Inequality, and Rationality

# Annual Report

# 2022






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- The background of the cover is a photograph of the NHH building. It is a modern, multi-story structure with a prominent grey section on the right that features a large, stylized clock face. The lower part of the building is white with several windows. The entrance area is visible in the foreground, with some landscaping and a paved area. The sky is clear and blue.
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# Words from the Director

Over the past year, our team of talented researchers have made significant progress in understanding the complex dynamics of inequality and identifying innovative solutions to address its challenges. We continued to strengthen our position as a knowledge hub and remained an integrated part of the research community. We produced high-impact research that was published in the best academic journals. Our findings have been widely recognised and are used to inform policy decisions and improve lives in both the local and global arena.

At FAIR, we continue to bring together an outstanding set of national and international collaborators as full-time scientific and administrative employees, guests and student assistants, with a focus on advancing knowledge and creating real-world impact. The FAIR team works tirelessly to ensure that our research findings are actively disseminated to the public and relevant stakeholders. We celebrated an important milestone of reaching five years of existence with the Midway Conference, which was the biggest international conference organised in the history of FAIR.

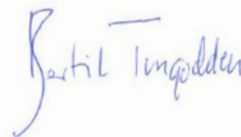
As we move forward, we will continue to prioritise interdisciplinary collaboration, engage with stakeholders and promote diversity and inclusiveness in all aspects of our work. We are committed to building on our success by expanding our research portfolio, strengthening our partnerships and increasing our impact.

I am thrilled to share with you the exciting developments and achievements of FAIR in this annual report. Our mission is to advance our understanding of inequality and its

impact on society through cutting-edge research, collaboration and outreach. We are proud of the work we do at FAIR and are very grateful for the support we receive. Together, we can make a real difference in addressing the pressing issues of inequality and creating a more just and equitable world. The annual report showcases the spectrum of exciting activities at FAIR.

Enjoy!

Sincerely,



**Bertil Tungodden**

**Director, Centre for Experimental Research  
on Fairness, Inequality and Rationality (FAIR)**



*Photo by Helge Skodvin*





## About FAIR

FAIR is a Centre for Experimental Research on Fairness, Inequality, and Rationality. The Centre is comprised of three research groups; the Centre for Empirical Labor Economics (CELE), The Choice Lab (TCL), and Development (DEV).

“ Our aim is to conduct groundbreaking experimental research on how to address inequality in society.

**F**AIR has over 60 members including the scientific coordination group, faculty, visiting professors, leading collaborators, PhD students, administrative staff and affiliated researchers, in addition to many short and long-term guest researchers and the FAIR Insight Team.

NHH Norwegian School of Economics is the host institution of FAIR and is strongly committed to this research initiative. FAIR represents a critical step for the long-term development of excellent research at NHH. FAIR is situated at the Department of Economics at NHH and was established as a Centre of Excellence (CoE) in 2017 with funding from the Research Council of Norway.

# Scientific Highlights

FAIR researchers continued to publish working papers and articles in the top five economics journals, which are instrumental in policy-making nationally and internationally.



## Gender and Inheritances

 AEA Papers and Proceedings 2022

 Fanny Landaud, Kjell G. Salvanes, Paul J. Devereux, Sandra E. Black



## Breaking the Links: Natural Resource Booms and Intergenerational Mobility

 Review of Economics and Statistics 2022

 Aline Bütikofer, Antonio Dalla-Zuanna, Kjell G. Salvanes



## The Merit Primacy Effect

 The Economic Journal 2022

 Alexander W. Cappelen, Bertil Tungodden, Karl Ove Moene, Siv-Elisabeth Skjelbred





## The Effect of Labor Market Shocks Across the Life Cycle



Journal of Labor Economics 2022



Alexander L.P. Willén, Barton Willage, Kjell G. Salvanes



## As Wages Increase, Do People Work More or Less? A Wage Frame Effect



Management Science 2022



Samuel D. Hirshman, Luxi Shen



## Global Evidence on the Selfish Rich Inequality Hypothesis



Proceedings of the National Academy of Sciences of the United States of America 2022



Alexander W. Cappelen, Bertil Tungodden, Erik Ø. Sørensen, Ingvid Almås



## A Meritocratic Origin of Egalitarian Behaviour



The Economic Journal 2022



Alexander W. Cappelen, Bertil Tungodden, Bjørn-Atle Reme, Johanna Mollerstrom



## Gender Differences in Competitiveness



Journal of Political Economy 2022



Alexander L.P. Willén, Jonas Tungodden

# Life at FAIR

FAIR aims to be a vibrant research hub where people meet, discuss and develop projects. This year, FAIR hosted over 50 guests and held 150 events including workshops, conferences and seminars.

## FAIR events 2022

- 7 Workshops
- 7 Conferences
- 27 Seminars



- 31 Coffee Meetings
- 8 Pizza & Presentations
- 40 Breakfast Meetings
- 35 Computer Fridays



*Midway Conference.*



*Conversations in FAIR-2.*



*Research discussion.*



# Events

## Spring School in Behavioural Economics

Every other year, we invite PhD students to a course in behavioural economics at UC San Diego, together with the Rady School of Management. In 2022, 18 professors and more than 30 students participated at the Spring School. The days were filled with lectures by the professors, poster sessions by the students, dinner in the evening and a karaoke night. The next Spring School is planned for 2024.

The professors included Björn Bartling (University of Zürich), Alexander W. Cappelen (NHH), Gary Charness (UC Santa Barbara), Yan Chen (University of Michigan), Martin Dufwenberg (University of Arizona), Marta Serra Garcia (UC San Diego), Uri Gneezy (UC San Diego),

Shachar Kariv (UC Berkeley), John List (University of Chicago), Michel Maréchal (UC San Diego), Theo Offerman (University of Amsterdam), Chris Roth (University of Cologne), Sally Sadoff (UC San Diego), Frank Schilbach (MIT), Bertil Tungodden (NHH), Jeroen van de Ven (University of Amsterdam), Lise Vesterlund (University of Pittsburgh) and Alex Wellsjo (UC San Diego).



*Black's Beach, San Diego.*



*Hike to Sandvikshytten.*

## Summer School on Socioeconomic Inequality

The Summer School on Socioeconomic Inequality, hosted at NHH by FAIR and the Human Capital and Economic Opportunity Global Working Group (HCEO), took place 15–18 August. There were lectures by Ingvid Almås (University of Stockholm), Aline Bütikofer (NHH), Alexander W. Cappelen (NHH), Steven Durlauf (University of Chicago), Stephen Machin (University College London), Kjell G. Salvanes (NHH) and Bertil Tungodden (NHH).

## FAIR Day

The annual FAIR Day was conducted on 20 September at the House of Literature in Bergen city centre. The day was filled with exciting research and reflection.



*House of Literature, Bergen.*

## FAIR Midway Conference

In June 2022, FAIR celebrated its fifth anniversary in Northern Norway. FAIR organised the Midway Conference, a two-day conference with 150 international researchers at Sommarøy, Norway.

The conference ranged from several keynotes and parallel sessions, to flash talks and poster sessions, all reflecting the research frontier. The keynote speakers were Oriana Bandiera (LSE), James Heckman (University of Chicago), Joseph Henrich (Harvard) and Stefanie Stantcheva (Harvard).

[Watch the video from the Midway Conference](#)







# Awards

In 2022, several professors at FAIR received various distinguished awards.



**Katrine V. Løken**

**The Ingvar Wedervang Young Researcher Award**

“ Although there were many highly qualified nominees for this award, the jury found Professor Katrine V. Løken at the Department of Economics to be in a class of her own.

Løken qualified as a professor at the age of 31 and has conducted research on national welfare policies, including family policy, the healthcare system and criminology.

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**Alexander W. Cappelen**

**Excellent Teaching Practitioner**

The excellent teaching practitioner (ETP) status is granted based upon proven merit and commitment to teaching and educational excellence. Elected Fellow of the Norwegian Academy of Science – The Humanities and Social Sciences Class

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**Aline Bütikofer**

**JEEA 2022 Excellence in Refereeing Award**

The European Economic Association awarded Aline Bütikofer the award in recognition of her outstanding work in contributing to the high quality and prestige of JEEA.



## New Grants



**Alexander L.P. Willén**

**Firm Power, Worker Power, and the Structure of Labor Markets**



**Sissel Jensen**

**Management Practices and Gender Gaps: Mechanisms behind the Gender Gap in Career Progression**

Professors Sissel Jensen and Alexander L.P. Willén received funding from the Research Council of Norway's Ground-breaking Research (FRIPRO) fund. This is despite 2022 being a particularly competitive year, with an award rate of just 5%.



**Alexander W. Cappelen**

**FREE - Freedom to Choose**



**Bertil Tungodden**

**FREE - Freedom to Choose**



**Hallgeir Sjåstad**

**FREE - Freedom to Choose**

The interdisciplinary research project "Freedom to Choose" (FREE) was awarded NOK 25 million in funding from the Research Council of Norway.

## PhD Defence



**Andreas Olden**

**Essays on Behavioural Economics and Tax Compliance**

On 17 June 2022, Andreas Olden held a trial lecture on a prescribed topic and defended his thesis to receive his PhD degree at NHH.

## Project: The Choice Lab

## Justifying Dissent

By Leonardo Bursztyn, Georgy Egorov, Ingar Haaland, Akaash Rao and Christopher Roth | The Quarterly Journal of Economics, forthcoming

Dissent plays an important role in any society, but dissenters are often silenced through social sanctions. In the United States, 62 per cent agree that “The political climate these days prevents me from saying things I believe because others might find them offensive.” Are there ways for individuals to voice their unpopular opinions in public without fear of a backlash?

In a new paper published in the Quarterly Journal of Economics, FAIR Associate Professor Ingar Haaland and a team of co-authors from Harvard University, Northwestern University, the University of Chicago and the University of Cologne investigate whether the use of rationales can enable dissent by making individuals more comfortable with expressing their unpopular opinions in public.

The first experiment described in the paper examines whether a rationale makes it easier for Democrats to express public opposition to defunding the police, a cause that is typically associated with concerns about racial injustice. In the experiment, which was conducted with 1,112 Democrats who were active on Twitter, participants were shown an op-ed by a Princeton professor in the Washington Post on how a vast body of evidence shows that increased policing decreases violent crime. After reading the op-ed, the participants were asked whether they would privately join a campaign to oppose

defunding the police. The 529 participants who wanted to join the campaign were given the opportunity to post a tweet against defunding the police. Respondents were randomised into two different treatments: a No Cover treatment and a Cover treatment. The two treatments were identical except for one word. The No Cover tweet read as follows:

“I have joined a campaign to oppose defunding the police: [link]. After joining, I was shown this article arguing that defunding the police would increase violent crime: [link].”

In the Cover treatment, the tweet instead said they were shown the article “before” joining the campaign. Since respondents had actually read the articles twice – once before joining the campaign and once after – both statements were factually correct. Participants were then asked whether they wanted to post the tweet. The one-word “before”/“after” treatment variation, which





gave participants in the Cover treatment a rationale to join the campaign, had a strong and significant effect on participants' willingness to publicly voice opposition to defunding the police: In the Cover treatment, 66% of participants authorised the tweet, compared to only 55% in the No Cover treatment.

The second experiment investigated a possible mechanism behind the results, namely whether the rationale changed people's interpretation of the motives behind opposing police defunding. A new group of 1,040 Democrats and liberal Independents were recruited into the experiment, randomised into two treatment groups – a Cover condition and a No Cover condition. They were

told that they had been matched with another participant from an earlier study. The participants were then shown a tweet from their matched partner; either the Cover tweet, which implied that their matched partner had joined the campaign after being exposed to the rationale, or the No Cover tweet, which implied that their matched partner had joined the campaign before being exposed to the rationale. Respondents in the Cover condition, who thought their matched partner had read the article before joining the campaign, were much less likely to think their matched partner was racially prejudiced. Specifically, in the Cover condition, 35% of participants believed that their matched participant donated to the NAACP, compared to 27% in the No Cover condition. Respondents in the Cover condition were also much less likely than respondents in the No Cover condition to deny their matched respondent a USD 1 bonus, a proxy for social punishment.

The first two experiments studied whether a crime rationale could make Democrats more likely to express opposition to police defunding. Experiments 3 and 4 examine whether a similar mechanism operates on the other side of the political spectrum, namely whether a crime rationale can make Republicans more comfortable with expressing public support for anti-immigrant policies.

The third experiment was conducted in March 2021 with a sample of Republicans and Independents active on Twitter who were recruited from an internet panel. Respondents first viewed a 30-second clip from Tucker Carlson Tonight that argued that illegal immigrants commit violent crimes at substantially higher rates than American citizens. As in Experiment 1, respondents were then randomised into two different treatments, a No Cover treatment and a Cover treatment. Again, the

only difference between the treatments was whether the tweet suggested that people had seen the clip before or after joining the campaign. In the Cover treatment, in which the tweet indicated that they had been exposed to the clip before joining the campaign, 64% of the participants authorised a tweet in support of the immediate deportation of all illegal Mexican immigrants, compared with 48% in the No Cover treatment.

The fourth experiment was conducted in November 2021 with a sample of 1,082 Democrats and Independents recruited from Prolific. As in Experiment 3, respondents were matched with a previous survey participant who joined a campaign to deport all illegal Mexican immigrants. Participants assigned to the Cover condition, which suggested their matched participant had seen the Tucker Carlson clip before joining the campaign, were much more likely to believe that their matched participant had donated to a pro-immigrant organisation. They were also much less likely to deny their matched respondent a bonus payment.

The experiments in the paper were motivated by a theoretical framework in which rationales are effective because they plausibly persuade some moderates to support controversial statements, making it more difficult to infer the true reasons for holding a certain controversial opinion compared to a situation in which only more extreme types hold the controversial opinions. That is, rationales add more noise to the process of inferring underlying motives for supporting unpopular policies. The experiments in the paper show that this mechanism is important in practice: The availability of social cover provided by a rationale can enable dissent and shift inference about underlying motives, thereby mitigating social sanctions from voicing unpopular opinions.



## Project: Centre for Empirical Labor Economics

# The Effect of Labor Market Competition on Firms, Workers, and Communities

By Samuel Dodini, Katrine V. Løken and Alexander L.P. Willén | NHH Discussion Paper No 18/22

In this paper, we examine what happens to firms and communities when labour market pressure intensifies. The results have important policy implications for how we view and design regional and global labour markets.

In 2005, Norway's economy started heating up. This phenomenon was driven by a variety of factors including oil price growth. This growth led to a wedge between earnings in Norway and Sweden and increased the pressure for Swedes close to the Norwegian border to commute to Norway for work.

In practice, this has a similar effect as raising a wage floor (e.g. a minimum wage increase) but is applied broadly to different occupations. This competitive pressure affected Swedish firms, which had to adapt or else risk losing workers and going out of business. The pressure on firms can then spill over to affect the community if a significant number of firms scale back their activities or close down. Inequality might also shift if different occupations and different types of workers take up the option to work in Norway.

By 2009, the number of commuters working in Norway but living in Sweden doubled from their 2004 levels

because they took advantage of these increased earnings opportunities. Most of these commuters live in municipalities just by the Norwegian border. We study the

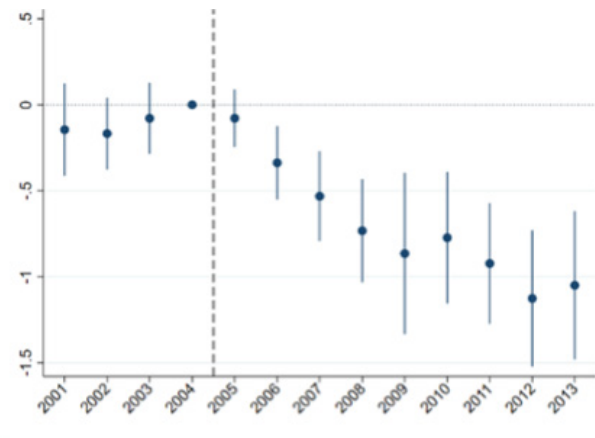


Figure 1. Number of Workers at Swedish Firms.

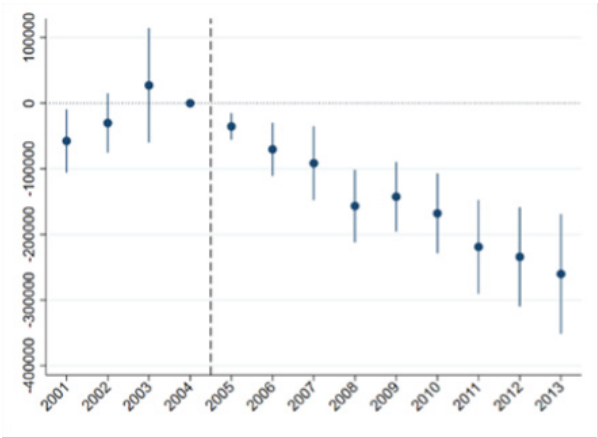


Figure 2. Average Markdown at Swedish Firms.

effects of this localised labour market pressure on local workers, firms and municipalities. In both Sweden and Norway, “treated” firms and municipalities are located directly on the border, and we compare these outcomes to those in municipalities one county removed from the border.

Results

Firms in Swedish border municipalities lost workers (Figure 1) and retained less productive workers but paid them the same (or more). This led to a smaller gap between average worker productivity and average earnings, or what we call the “average markdown” at the firm (Figure 2).

Due to these pressures, the number of firms in the Swedish border municipalities declined significantly (Figure 3.).

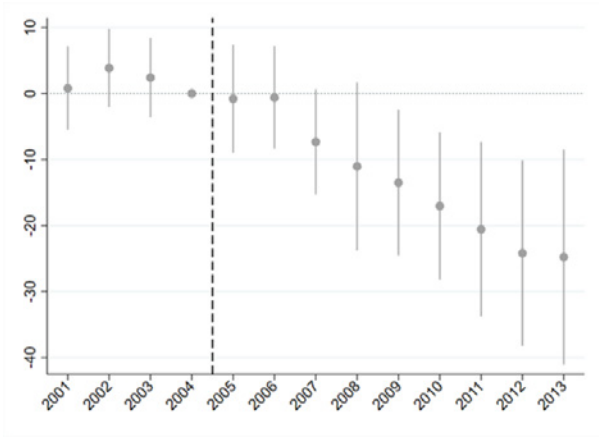


Figure 3. Number of Firms with at Least 3 Workers.

This effect on the activity of firms spilled over to the towns and cities, leading to a decreasing population and tax revenue (although some of this was offset by an increase in financial support from the central government’s municipality equalisation scheme). The municipalities saw a large increase in inequality driven by high income growth at the top of the distribution. These municipalities also started voting for parties that supported social safety net spending such as the Social Democrats and away from the right wing and Swedish Democrats.

In Norway, border firms benefited from cheaper Swedish labour and were able to reduce their labour costs by paying Swedish commuters slightly less than their Norwegian counterparts but still more than what the Swedish commuters could make on the Swedish side of the border. Some high-earning Norwegians may have been displaced



NN - norden.org

in the process, leading to a reduction in inequality driven by reductions at the very top of the distribution.

Overall, labour competition creates winners and losers. Swedish workers in general benefited, while some high earning Norwegian workers lost out. Swedish firms took a big negative hit to their performance. Firms, which generally help cement community cohesion, struggled to keep up, leading to population flight and less community stability. The paper gives a sense of the complex effects

that labour market competition can have when we consider the various parties involved.

As labour markets become more integrated – in regions within countries, across countries within continents, and globally– the trade-offs between worker success, firm persistence and community composition become more important to consider. This paper isolates the effects of labour market competition (as opposed to product markets) to help guide our thinking of how to shape the future of work.



**Project: Development**

# The Ethiopian Housing Lottery: How Multiplying People's Wealth by a Factor of 20 Affects their Well-being and their Atti- tudes Towards Inequality

By Vincent Somville, Andreas Kotsadam, Asbjørn G. Andersen, Espen Villanger, Simon Franklin and Tigabu Getahun | Journal of Health Economics, vol. 83, 102619, Journal of Public Economics, forthcoming

We study a housing lottery that is part of a large-scale urban planning policy labelled the Integrated Housing and Developing Programme (IHDP). This programme oversees the construction and allocation of high-quality condominium apartments in Addis Ababa, Ethiopia. The apartments are sold at highly subsidised prices, and due to excess demand, purchase rights are allocated through a lottery. We focus on the 11th round of the lottery, which took place in 2016, and allocated the purchase rights for 12,027 apartments.

Two years after the lottery, we surveyed 3,000 winners and losers to measure the lottery's effect on their wealth, income, well-being and attitudes towards inequality and redistribution. We report the findings in two articles, Andersen et al. 2022 and Andersen et al. 2023.

The question of the extent to which material conditions affect well-being has a long history in the social sciences. On the one hand, economic resources can be used to obtain desired goods and services. It would therefore seem obvious that they should increase well-being. On

the other hand, not everything of value in life can be bought and humans have a remarkable ability to adapt to their material circumstances. Adding to the lack of clear theoretical predictions is that it is not straightforward whether material conditions affect well-being, whether well-being affects material conditions, or whether there is some third factor that affects both.

Moreover, there is currently much attention drawn to the prevalence of CMDs in low- and middle-income countries, which was ignored for a long time by the scientific community. There is growing, but still limited,

evidence on the effects of poverty on mental health in such contexts.

We firstly find that winning the lottery has an enormous effect on people's wealth, by giving them ownership of a highly valuable asset: the new condominium. On average, wealth increased from ETB 20,400 to ETB 452,000 (Figure 2).

This radical increase in wealth leads to a clear improvement in life satisfaction (an increase of 0.19 standard deviations on the satisfaction with life scale) and reduction in financial distress. Despite these benefits, we do not observe any average effect on psychological distress (measured by the Kessler psychological distress scale), even though over 30 per cent of the population is categorised as being in mild to severe psychological distress.

The lack of a general reduction in psychological distress, despite the large increase in wealth, in a population with a high prevalence of mild to severe mental disorders

is worrying and calls for testing alternative policies to improve mental health in this context.

We also test the lottery's effects on people's views of inequality and redistribution, and on their beliefs about the causes of poverty. The relationship between wealth and support for redistribution is a classic topic in the social sciences. The correlation is generally negative but causal evidence remains scarce. The housing lottery gives us the opportunity to discover the causal effects of a large increase in wealth on people's attitudes.

Our main findings lend support to both the pocket-book theory of attitudes and the ideology perspective. As regards the former, we find that winning the lottery reduces support for a specific redistributive policy that would affect winners directly, namely a real estate tax. In support of the latter perspective, we find no effects on more general attitudes toward redistribution and inequality acceptance. We further show that care should be taken when separating ideology and pocketbook theory, because beliefs that are often seen as more profound



Figure 1: The new condominiums

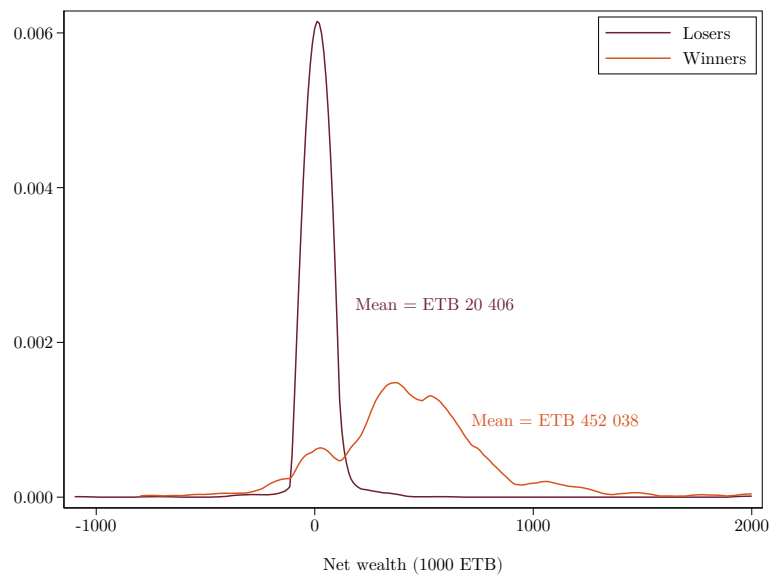


Figure 2: Distribution of wealth among the lottery winners and losers

and ideological can be endogenous to material conditions. In particular, we uncovered important changes in beliefs about the causes of poverty: lottery winners are less likely to think luck plays a role for poverty (and more likely to ascribe it to a “poor character”).

It is striking that the important observed changes in beliefs about the causes of poverty do not translate into more radical changes in support for redistribution. This is in line with recent evidence from the laboratory showing that changes in beliefs about the importance of luck and effort do not necessarily affect subsequent willingness to redistribute. It is also consistent with the recent finding that meritocratic views are much less prevalent in non-Western countries than in European and North-American societies. It could of course also be a matter

of time, where beliefs change first and support for redistribution adapts later. But it may also be the case that distributional preferences are more stable than beliefs. This question deserves further inquiry and seems to be an important avenue for future research.

References:

Asbjørn G. Andersen, Andreas Kotsadam and Vincent Somville. 2022. Material resources and well-being – Evidence from an Ethiopian housing lottery, *Journal of Health Economics*, vol. 83, 102619.

Asbjørn G. Andersen, Simon Franklin, Tigabu Getahun, Andreas Kotsadam, Vincent Somville and Espen Villanger. 2023. Does Wealth Reduce Support for Redistribution? Evidence from an Ethiopian Housing Lottery, *Journal of Public Economics*, forthcoming.





# Selected Projects

Highlights from FAIR's projects in 2022.



## Criminality, Victimization and Social Interaction



**Project Manager:** Katrine V. Løken



## Does Access to ICT Infrastructure at School Foster Entrepreneurship? | P.M. Røwdes stiftelse

**Project Manager:** Aline Bütikofer



## Emergence of Gender Differences in Non-Cognitive Matters

Dauphine Foundation

**Project Manager:** Siri Isaksson



## Fairness and Privacy in Personalized Offerings



**Project Manager:** Alexander W. Cappelen



## Fairness and the Moral Mind



**Project Manager:** Bertil Tungodden



## Management Practices and Gender Gaps: Mechanisms Behind the Gender Gap in Career Progression



Project Manager: Sissel Jensen



## Improving Reproducibility



Project Manager: Erik Ø. Sørensen



## Reducing Inequality Investments in Education



Project Manager: Aline Bütikofer



## Parenting Styles and Lifetime Inequality



Project Manager: Kjell G. Salvanes



## Tanzania Cohort Study



Project Manager: Ingvild Almås



# FAIR Insight Team

Well-schooled for work? School-work and work-school transitions, and the labour market returns to vocational education and training

In industrialised countries, workers with low skill levels are experiencing wage stagnation and increasing levels of unemployment. In Norway, the share of prime-aged workers not in employment is rising. Worryingly, the pandemic may have caused a further long-term reduction in employment, and those with low levels of education or outdated skills are especially at risk. Well-schooled for Work aims to address the challenges faced by youth who are at risk of dropping out of school or training, and workers with low levels of education or outdated skills who struggle to find permanent jobs.

Through the project, the education sector, the welfare sector and researchers share knowledge in order to develop an understanding of these societal challenges, evaluate already implemented programmes, cooperate to design and test new programmes, and ultimately offer some policy recommendations.



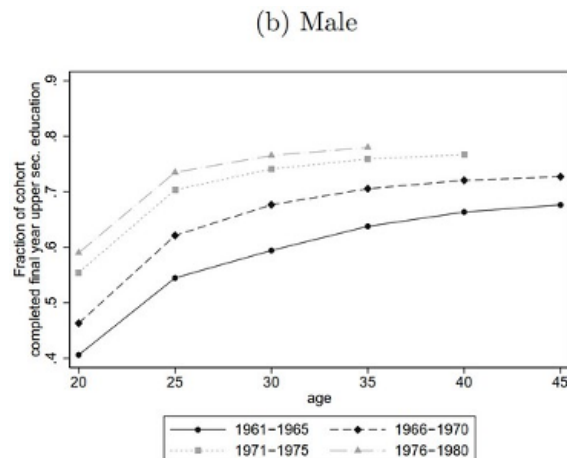
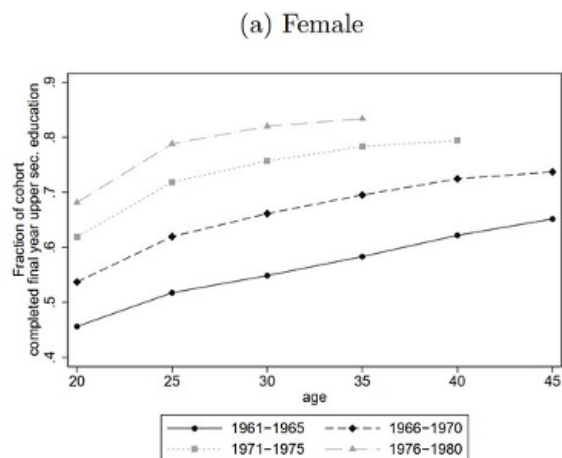
**Kjell G. Salvanes**  
Co-Director



**Kjetil Bjorvatn**  
Co-Director

The project will use surveys, administrative data and experiments to learn more about students' choices of and rewards from vocational education and training, the transitions from school to workplace training and to the labour market, and from work or unemployment to school. It will also cover the transition to work after completing upper secondary school at different ages of

[The FAIR Insight Team \(FIT\)](#) connects FAIR with key stakeholders in society as well as the general public, through the communication of research findings and the initiation of applied research projects. Kjell G. Salvanes and Kjetil Bjorvatn are co-directors of FIT. FIT has organised several interviews with leading scholars visiting FAIR and NHH, such as Ghazala Azmat, John List and many more. Scan the QR code to watch the interviews.



adulthood. Roughly one-third of a cohort drop out of upper secondary school across OECD countries, and developing effective tools to address prime-aged upper secondary school dropout is a key policy issue.

In the first work package, labour market returns to vocational education and training, we estimate the returns to different vocational fields and inform students of the returns to see how this affects their schooling decisions. In the second work package, the school-to-work transition, we will assess the effect of an existing school-to-apprenticeship programme and the use of practitioners' input to design and implement a novel programme to promote this transition. In the third work package, the work-to-school transition, we will make use of the education reforms and expansions of policies enabling the return to work and conduct a field experiment targeted at training for NAV clients with skills needs.

In a recent working paper titled "A Second Chance? The Labor Market Outcomes of Reforming Access to Adult

Education" by Patrick Bennett, Richard Blundell, and Kjell G. Salvanes, they analyse the returns to completing upper secondary school as an adult. The figure shows the share of men and women completing upper secondary school in Norway for birth cohorts from the early 1960s until 1980, as well as at which age they graduated. They notice clear trends in completion rates for both genders over time, and a tendency to complete upper secondary school, even when in their 30s.

They leverage high quality Norwegian register data, and for identification, they exploit reforms enabling access to upper secondary school for adults above the age of 25. The paper finds that considerable increases in upper secondary school completion and beyond among women lead to higher earnings, increased employment and decreased fertility. As male education remains unchanged by the reforms, later life education reduces the pre-existing gender earnings gap by a considerable fraction.

# WomEN at FAIR

WomEN

Women in Economics  
Network

In 2022, the RCN BALANSE project Women in Economics Network (WomEN) at FAIR provided different interaction platforms for young female economists by organising several workshops at FAIR, hosting promising female researchers at FAIR and supporting research and conference participation for young FAIR scholars to increase the visibility of their research projects.

The team contributed actively to the new NHH action plan to promote gender balance by creating an integrated collaboration between the management of NHH and the faculty members. WomEN took a lead role in knowledge-based restructuring of the measures targeting the promotion of women in academic positions at NHH.

This year's highlight was Lise Vesterlund's presentation of her new book, *The No Club: Putting a Stop to Women's Dead-End Work*. The No Club was started by four women whose groundbreaking research based on similar workplace experiences revealed that women everywhere are burdened with what they call "non-promotable tasks"

instead of being assigned tasks that matter the most for their careers. All companies and organisations have these or other unrewarded responsibilities that no one wants to do, and women are disproportionately asked to take them on. Everyone benefits when non-promotable tasks are done, but these tasks take away valuable time and the



**Lise Vesterlund**  
Author

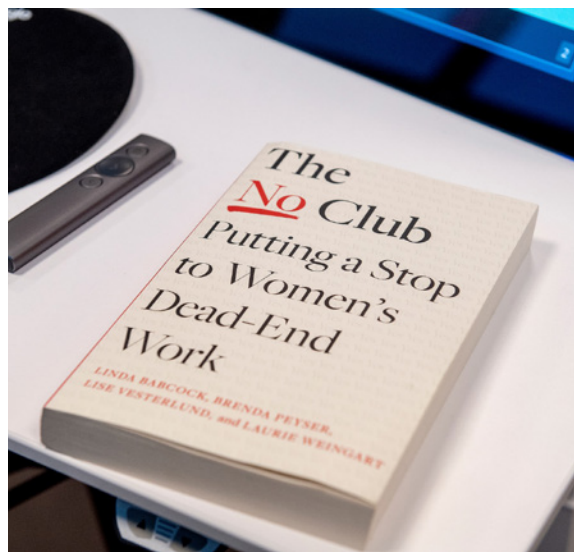


Photo by: Helge Skodvin

possibility to work on promotable tasks that grow careers and, in time, pay checks. The networking event with Lise Vesterlund at NHH brought faculty, PhD students and administration from the whole school together to talk about the importance of assigning and rewarding work in an equitable manner.







# The FAIR Team









## Scientific Coordination Group



**Bertil Tungodden**

Professor, Centre Director  
*FAIR - The Choice Lab*



**Alexander Wright Cappelen**

Professor, Deputy Director  
*FAIR - The Choice Lab*



**Kjell Gunnar Salvanes**

Professor, Deputy Director,  
Co-Director of FAIR Insight Team  
*FAIR - Centre for Empirical Labor  
economics*



**Ingvild Almås**

Professor II, Principal  
Investigator at FAIR  
*FAIR - The Choice Lab*



**Kjetil Bjorvatn**

Professor, Co-Director of  
FAIR Insight Team  
*FAIR - The Choice Lab*



**Katrine Velleesen Løken**

Professor  
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**Maja Dame**

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Condarco-Quesada**

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**Kata Urban**

Coordinator



**Susanne Bøe Løge**

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**Celine Gripsgård**

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**Anna Zheleznaya**

Financial Officer



**Sebastian Fest**

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**Viktor Olof  
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**David Laibson**

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Harvard University

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**Marianne Andrea  
Moreira Godoy**

FAIR - Development

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**Ezgi Oral**

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**Ethan Connor O'Leary**

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## Visiting Professors



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*Yale University*



**Björn Bartling**

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**Lise Vesterlund**

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UC San Diego*



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**Ariel Kalil**

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**Shachar Kariv**

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*University of California,  
Berkley*



**Magne Mogstad**

Professor II  
*The University of Chicago*



**Matthew Rabin**

Professor II  
*Harvard University*



**Anya Samek**

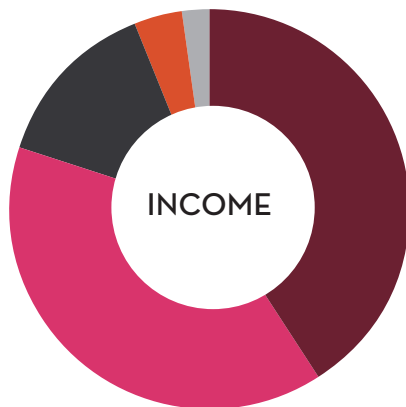
Associate Professor II  
*University of California,  
San Diego*



**Manudeep Bhuller**

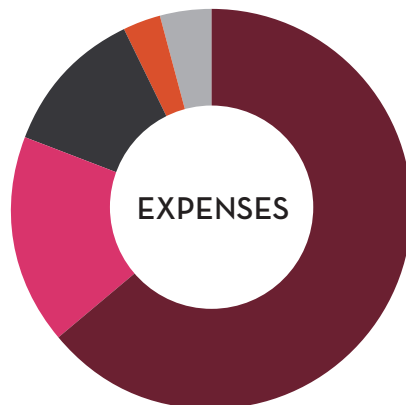
Professor II  
*University of Oslo*

# Statements of Accounts



- The Research Council of Norway **41%**
- Norwegian School of Economics **39%**
- EU funds **14%**
- International partners in-kind **4%**
- Other funds **2%**

INCOME	MNOK
The Research Council of Norway (RCN)	28.9
Norwegian School of Economics	27.7
EU funds	9.9
International partners in-kind	2.7
Other funds	1.5
<b>Income, total</b>	<b>70.7</b>



- Payroll and indirect expenses **64%**
- Experiments, data purchase **17%**
- Other operating expenses **12%**
- RCN grants to international partners **3%**
- International partners in-kind **4%**

EXPENSES	MNOK
Payroll and indirect expenses	45.1
Experiments, data purchase	12.3
Other operating expenses	8.7
RCN grants to international partners	1.9
International partners in-kind	2.7
<b>Expenses, total</b>	<b>70.7</b>

# Outreach and Media

## The Smart Way to Learn From Failure



## Economic Report of the President

FAIR's article "[The Dynamics of Power in Labor Markets: Monopolistic Unions versus Monopsonistic Employers](#)" was referenced in the Economic Report of the President.



## How the Covid Pandemic will Follow Today's Kids into Adulthood



### Twitter

... to find the best and most interesting articles on Labour and Behavioural Economics. [@fair\\_cele](#) | [@thechoicelab](#)



### Website

... to know why you should come to Bergen for events. [fair.nhh.no](#)



### Instagram

... research in a beautiful setting. [@fairnhh](#)



### Facebook

... to know everything that is going on at FAIR. [facebook.com/fairnhh](#)



### YouTube

... meet the best and brightest who visit us at FAIR. [youtube.com/user/NHHno](#)



### Newsletter

... to receive quarterly updates on the Centre's key activities and highlights.



# Partners and Collaborators



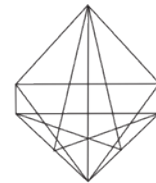
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UNIVERSITY OF BERGEN



CENTRE FOR APPLIED RESEARCH AT NHH



Digital Social Science  
Core Facility

**b r i q** Institute  
on Behavior & Inequality

Initiated by Deutsche Post Foundation



**CEGA**

Center for Effective Global Action



**WORLD BANK GROUP**



**CENTER FOR THE ECONOMICS  
OF HUMAN DEVELOPMENT**  
The University of Chicago















Norwegian  
Centre of  
Excellence



**FAIR**

Centre for Experimental Research  
on Fairness, Inequality, and Rationality

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