

# Bocconi

## Gender Lab

The Newsletter of

AXA Research Lab on Gender Equality



Issue 21, November 2023

## WELCOME

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The AXA Research Lab on Gender Equality welcomes you to the twenty-first issue of our monthly newsletter. At the Lab we aim to promote gender equality in the economic and social spheres through rigorous scientific methodologies. We carry out theoretical and empirical, high-quality research with a strong policy impact.

In this issue you will find highlights of the research and activities we carried out during the past month. Our research includes all areas of gender economics, gender policies, gender diversity management, education, family dynamics, culture, politics, and women's empowerment. You will also find updates about events and our team.

We are happy to connect with you, for which we have left our contact information at the end of the newsletter.

## MEET THE TEAM!

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- [Paola Profeta](#), *Director*
- [Francesco Maura](#), *Post-doctoral Researcher*
- [Kenza Ellass](#), *Post-doctoral Researcher*
- [Viola Salvestrini](#), *Post-doctoral Researcher*
- [Ximena Caló](#), *PhD Student*
- [Giorgia Ferrari](#), *Research Assistant*

We are always happy to connect with visitors. This month we are hosting [Johanne Bacheron](#), PhD Student at Aix-Marseille School of Economics (AMSE), who will be joining us until January 2024. This month we also welcomed [Max Thon](#) to the Lab. Max is a PhD Candidate from the University of Cologne and will be joining us for a couple of weeks.

The Lab also hosts MSc students for [curricular internships](#). This month we are happy to have [Bianca Meoli](#) (MSc Student, PPA) and [Rado Damianov](#) (MSc Student, PPA), [Mohamed Horchani](#) (MSc Student, PPA), and [Marie-Estelle Kastler](#) (MSc Student, PPA). Students interested in this opportunity are welcome to [contact us](#).

# OUR RESEARCH HIGHLIGHTS

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## ***Policies***

**Gender gaps in the urban wage premium** – Kenza Ellass (*with C. García-Peñalosa and C. Schluter*)

Key points:

- Women benefit more from urban density than men
- The urban wage premium is 55% larger for women than for men
- This difference is equally explained by the difference in returns to experience, access to childcare facilities and occupational segregation

**Kenza Ellass**, Post-doctoral Researcher at the Lab, presented her work at [King's College London 2023 Junior Research Day](#).

You can read the abstract [here](#).

## ***Family***

**Family culture and childcare: Individual Preferences and Politicians' Legislative Behavior** – Paola Profeta (*with F. Carta and L. de Masi*)

Key points:

- Studies the role of family organization in shaping public provision of childcare
- US citizens with origins in countries characterized by egalitarian inheritance rules prefer a large childcare system, while those coming from large and cohabiting families rely less on the government and as a provider for external childcare
- Representatives of US districts where these backgrounds are dominant are respectively more and less prone to vote for childcare interventions, independently of their own background

**Paola Profeta**, Director of the Lab, [presented](#) her work at the Paris School of Economics.

**Who cares about childcare? Evidence from the Covid-19 pandemic** – Paola Profeta (*with A. Marchese and G. Savio*)

Key points:

- Compares public expenditures in Italian municipalities below 500 inhabitants run by a male and a female mayor
- Using close races gender mixed elections it shows that before the Covid-19 pandemic female mayors were spending more in childcare than male mayors
- However, during and after the pandemic this difference disappears, as men increase their spending in childcare

**Paola Profeta**, Director of the Lab, [presented](#) her work at the OECD in Paris.

## AT A GLANCE

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- **Paola Profeta** was [interviewed](#) by Fond Sodalitas in light of the 2023 European Platform of Diversity Charters Meeting
- **Paola Profeta** published an [article](#) on Repubblica-Affari&Finanza on the relationship between gender equality and growth

You can check more on news and participations [here](#), and also [follow us](#) on Twitter.

# NEWS & EVENTS

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## *Annual Gender Equality Conference*

On November 20th the Department of Social and Political Sciences and the Dondena Research Center at Bocconi University hosted the [2023 Annual Gender Equality Conference](#), in partnership with UniCredit Foundation.

**Sule Alan** delivered an insightful Keynote Lecture on Female Leadership and Workplace Climate. We extend our warmest congratulations to this year's winners, **Annika Bacher** (BI Norwegian Business School) and **Francesca Miserocchi** (Harvard University).

## *Bocconi Inclusion Week*

This month, Bocconi celebrated its first ever **Inclusion Week**. The Gender Lab values the initiative's goal to raise awareness on inequalities and build an environment for all to thrive in Bocconi. Our Lab members have actively participated in both the academic seminars and experiential activities. The seminars discussed topics a broad range of topics related to inclusion, including the inaugurating seminar by **Paola Profeta**, our Lab's director and Dean for Diversity, Inclusion and Sustainability on "Gender Equality and Gender Gaps."

## *The Role of Gender Differences for Policy Making*

In November we hosted **two seminars** on gender differences and policy making, joint with BAFFI Center – unit Pericles. **Clemence Tricaud** (UCLA) presented the paper "Gender and Electoral Incentives: Evidence from Crisis Response" and **Veronica Grembi** (Sapienza) presented on "Gender Differences in Policy Literacy: Evidence from the Recovery and Resilience Plan."

You can read the abstracts of the papers [here](#).

## *Seminar Series*

We host a [seminar series](#), typically on Tuesdays. Our seminars are hosted in hybrid mode – join us in room 3-B3-SR01 or online!

This month we hosted [Joanne Haddad](#) (Université Libre de Bruxelles) who presented the paper “Gender-Based Labor Legislation and Employment: Historical Evidence from the United States,” and [Boon Han Koh](#) (University of Exeter) who presented the paper “Gender biases in performance evaluation: The role of beliefs versus outcomes.”

Our upcoming seminars include:

- “Worker Sorting and the Gender Wage Gap” – [Giulia Vattuone](#) (SOFI, Stockholm University)

Stay tuned for information on our future events by regularly checking our [website](#).

## CONTACT US:

If you have any questions about our research or more information about the Lab and the team, please visit our website at <https://genderlab.unibocconi.eu/> or email us at [genderlab@unibocconi.it](mailto:genderlab@unibocconi.it). You can also follow us on Twitter [@AXAGenderLab](#).

### The AXA Research Lab on Gender Equality

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