

# Bocconi

## Gender Lab

The Newsletter of

AXA Research Lab on Gender Equality



Issue 23, January 2022

## WELCOME

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The AXA Research Lab on Gender Equality welcomes you to the twenty-third 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*

This month, we say goodbye to [Johanne Bacheron](#), PhD Student from Aix-Marseille School of Economics (AMSE), who has been visiting us at the Lab since October 2023.

The Lab also hosts MSc students for curricular internships. This month we are happy to have [Bianca Meoli](#) (MSc Student, PPA), but we bid farewell to [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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## ***Labour***

Male and female selection effects on gender wage gaps in three countries — **Kenza Ellass**

Key points:

— This paper estimates a quantile selection model over the period 2007-2018 to measure the gender gap evolution over time and along the distribution.

— Using a tax and benefit microsimulation model, I compute an instrument capturing both male and female decisions to participate in the labour market: the potential out-of-work income. Since the instrument is crucially determined by the welfare state, I consider three countries with notably different benefit systems – the UK, France and Finland.

— Results imply different selection patterns across countries and a sizeable male selection in France and the UK. Correction for selection bias lowers the gender wage gap and reveals a substantial glass ceiling with different magnitudes.

— Findings suggest that disparities between these countries are driven by occupational segregation and public spending on families.

Kenza Ellass, Post-doctoral Researcher at the Lab, has had her paper [published](#) in *Labour Economics*. Congratulations!

## ***Policies***

Gender gaps in the urban wage premium — **Kenza Ellass** with G. 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 ADRES 2024 at ENS Paris-Saclay.

## AT A GLANCE

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- Paola Profeta [published](#) an article in *Repubblica Affari&Finanza* on the novel EU regulations on pay transparency and their implications on the gender pay gap.
- Paola Profeta was [interviewed](#) by the Brazilian newspaper *Folha de S. Paulo* on female labor market participation in Italy

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

## NEWS & EVENTS

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### **Seminar Series**

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

This month we hosted [Núria Rodríguez-Planas](#) (City University of New York), who presented the paper “Motherhood and Domestic Violence: Longitudinal Study Using Population-Wide Administrative Data.”

In February we will have the following seminars:

— 6 February: “Attacking Women or their Policies: Understanding Violence against Women in Politics” – [Massimo Pulejo](#) (University of Milan)

— 20 February: “Identity and Marriage: Lessons from German Reunification” – [Marion Gousse](#) (CREST-ENSAI)

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](#).

Until next time,

### The AXA Research Lab on Gender Equality

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