

**Subject:** AXA Research Lab on Gender Equality – March 2024 Newsletter  
**Date:** Tuesday, 2 April 2024 at 15:09:03 Central European Summer Time  
**From:** Gender Lab  
**To:** Ximena Caló



Issue 25, March 2024

**WELCOME**

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The AXA Research Lab on Gender Equality welcomes you to the twenty-fifth 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](#), *Pre-Doc*
- [Bianca Meoli](#), *Research Assistant*
- [Mohamed Horchani](#), *Research Assistant*

The Lab also hosts MSc students for [curricular internships](#). This month we are happy to have [Elena Viganò](#) (MSc Student, ESS) and [Eliza Leer](#) (MSc Student, PPA). Students interested in this opportunity are welcome to [contact us](#).

## OUR RESEARCH HIGHLIGHTS

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### *Education*

## The Gender Gap in Standardized Tests: What Are We Measuring? - **Silvia Griselda**

### Key points:

- The study reveals that the format of standardized tests can significantly affect the performance of male and female students, especially in mathematics and reading. A higher proportion of multiple-choice questions, rather than close-response questions amplifies the gender gap, with girls underperforming in mathematics and boys in reading.
- The paper suggests that the cognitive load associated with multiple-choice questions, combined with lower self-efficacy among girls in mathematics and boys in reading, could contribute to the widening gender gap. The presence of distractors in multiple-choice questions might be overwhelming for students who already have lower confidence in their abilities in these subjects.
- The findings highlight the importance of reconsidering how standardized tests are designed and implemented. A more balanced approach to question formats could not only provide a more accurate assessment of student abilities but also contribute to closing the gender gap in education.

Silvia Griselda, external fellow of the Lab, had her [paper](#) accepted at the *Journal of Economic Behavior and Organization*.

## **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 the Labour Chair of the Paris School of Economics.

## **AT A GLANCE**

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- Paola Profeta [published](#) an article on *la Repubblica* on “Closing the gender gap to boost the economy.”

- Paola Profeta was [interviewed](#) by *la Repubblica* on why we cannot wait 131 years to close the gender gaps as envisaged by the Global Gender Report.
- Paola Profeta published an [article](#) on *il Sole 24 Ore* on the state of the gender gaps in Italy.
- Paola Profeta was [interviewed](#) by *iO Donna - Corriere della Sera* on remote working and women.
- Paola Profeta published an [article](#) on *L'Economia del Corriere della Sera* on how including girls in STEM ought to be one of Italy's priorities
- Paola Profeta published an [article](#) on *The Conversation* on why including female leaders is important to address climate change.
- Paola Profeta published an [article](#) on *L'Economia del Corriere della Sera* on the potential economic growth effects of including women in the market.

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

## NEWS & EVENTS

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### *International Women's Day*

On March 8th, Bocconi University hosted the event [Changed by Women](#) to launch a book telling the stories of 99 women who overcame stereotypes and limits and become female role models. The event also included a fundraiser to support new female students and the launch of a women's mentoring program to support future generations of women.

Paola Profeta, Director of the Lab, was [interviewed](#) by *iO Donna – Corriere della Sera*, *Vanity Fair*, *Fortune Italia*, *Start Up Italia*, *Class CNB*, *RAI TG2-Costume e Società*, *Rai Cultura*, *RAI3 Buongiorno Regione* on the event *Changed by Women* and its implications for women's empowerment.

### *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 [Guido Friebe](#) (Goethe University in Frankfurt) who presented the paper "Knowledge Teams, Careers, and Gender."

We were also very happy to have [Silvia Griselda](#) (e61 Institute and AXA Research Lab on Gender Equality affiliate) presenting the paper "Rethinking the Gender Wage Gap: Education Performance, Firm Sorting and Earnings Growth Dynamics" at Bocconi's Dondena Seminar Series.

Our upcoming seminars include:

-- 9 April - **So Yoon Ahn** (University of Illinois at Chicago) - "Immigrant Integration Policy and Family Outcomes"

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](https://twitter.com/AXAGenderLab).

Until next time,

### **The AXA Research Lab on Gender Equality**

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