

Subject: AXA Research Lab on Gender Equality – April 2024 Newsletter
Date: Tuesday, 30 April 2024 at 16:03:06 Central European Summer Time
From: Genderlab
To: Ximena Caló



Issue 26, April 2024

WELCOME

The AXA Research Lab on Gender Equality welcomes you to the twenty-sixth issue of our monthly gender equality in the economic and social spheres through rigorous scientific methodologies. We research with a strong policy impact.

In this issue, you will find highlights of the research and activities we carried out during the past months: economics, gender policies, gender diversity management, education, family dynamics, culture, etc. You 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

MEET THE TEAM!

- **Paola Profeta**, *Director*
- **Francesco Maura**, *Post-Doctoral Researcher*
- **Kenza Ellass**, *Post-Doctoral Researcher*
- **Viola Salvestrini**, *Post-Doctoral Researcher*
- **Olivia Masi**, *Post-Doctoral Researcher*
- **Ximena Calo**, *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 **El** farewell to **Elizabeth Leer** (MSc Student, PPA). Students interested in this opportunity are welcome.

OUR RESEARCH HIGHLIGHTS

Labor

What do women want in a job? Gender-biased preferences and the reservation wage

Key Points:

- This paper uses French administrative data from the French Unemployment Services providing information on the kind of occupations men and women apply for and the gap in their reservation wages.
- There are widespread gender differences in the occupation characteristics targeted by job seekers to reach the desired occupation.
- Using a change in childcare benefits for single parents in a causal analysis, results show that a policy change affects the job search behaviour of women.

Kenza Ellass, Post-Doctoral Researcher at the Lab, [presented](#) her work at the 2024 Junior Researcher Conference.

Policies

Subjective Survival Beliefs, Cognitive Skills and Investments in Risky Assets
Bianco, F. Parodi, and G. Weber

Key Points:

- 50+ individuals tend to underestimate their life horizons, especially women. Thus, their (perceived) survival expectations are lower.
- We show that higher inaccuracy of survival expectations (i.e., more underestimation) reduces household consumption.
- We want to use a structural approach to run counterfactual experiments of potential policy interventions: increasing participation costs (financial literacy) and reduction of survival underestimation (longevity literacy).
- Women should benefit more from these interventions because of their lower financial literacy and higher survival underestimation.

Francesco Maura, Post-Doctoral Researcher at the Lab, [presented](#) his work at Ageing and Sustainability Conference.

Women's Empowerment

Do Board Gender Quotas Matter? Selection, performance and the stock market
Ferrari, V. Ferraro, and C. Pronzato

Key Points:

- Gender quotas are a controversial policy. Advocates argue for their necessity in accelerating gender equality, while opponents emphasize that they undermine meritocracy, leading to potential adverse effects.
- We provide causal evidence on the economic consequences of the introduction of board gender quotas, showing that gender diversity may not necessarily occur.
- Exploiting staggered board elections, we find that quotas are associated with a new selection of directors with higher education and lower age, and no significant costs on firm performance or the stock market.

Paola Profeta, Director of the Lab, [presented](#) her work at the 1st International Conference on Gender Equality in the Workplace.

AT A GLANCE

- Paola Profeta was [interviewed](#) by *Nessuna è perfetta – Radio 24* on the current state of the art of gender equality in the workplace.
- Paola Profeta [participated](#) in a roundtable discussing the obstacles keeping women away from top positions in the green economy.
- Paola Profeta was [interviewed](#) by *Worldwide Views*, Radio Bocconi's student-led podcast, on "How to achieve gender equality in the workplace."
- Paola Profeta [participated](#) in a roundtable on women, work and fertility at the International Festival of Women.

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

NEWS & EVENTS

Seminar Series

We host a [seminar series](#), typically on Tuesdays. Our seminars are hosted in hybrid mode – join us online or in person.

This month we hosted [So Yoon Ahn](#) (University of Illinois at Chicago) who presented the paper "Inequality and Gender Outcomes."

Our upcoming seminars include:

- 7 May 2024: "Attribution of Failure and Success in Strategic Settings" – [Lina Lozano](#) (New York University)

Stay tuned for information on 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](https://genderlab.unibocconi.eu/) or email us at genderlab@unibocconi.it. You can also follow us on [Twitter](#), [LinkedIn](#), and [Facebook](#).

Until next time,

The AXA Research Lab on Gender Equality

Bocconi University, 6th Floor, Room
Via Röntgen 1, 20136, Milan (Italy)

La informiamo che, in ottemperanza al nuovo Regolamento Generale Europeo per la Sicurezza e la Privacy dei Dati (UE 2016/679 - GDPR) per il trattamento dei dati personali e che in [questa pagina](#) può aggiornare o modificare il consenso al loro trattamento da parte dell'Università Bocconi.

We inform you that, in compliance with the new European General Data Security and Data Privacy Regulation (EU 2016/679 - GDPR) for the treatment of personal data and at that [page](#) you can update or modify the consent to their treatment by Bocconi University.

© UNIVERSITÀ BOCCONI - VIA SARFATTI, 25 MILANO - PI 03628350153