

**Bocconi**

# Gender Lab

The Newsletter of

AXA Research Lab on Gender Equality



Issue 27, May 2024

**WELCOME**

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The AXA Research Lab on Gender Equality welcomes you to the twenty-seventh 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*
- [Olivia Masi](#), *Post-Doctoral Researcher*
- [Ximena Caló](#), *PhD Student*
- [Giorgia Ferrari](#), *Pre-Doc*
- [Bianca Meoli](#), *Research Assistant*
- [Mohamed Horchani](#), *Research Assistant*
- [Elena Viganò](#), *Research Assistant*

We are always happy to connect with visitors. This month we are hosting [Marta Currull Sentís](#), PhD Candidate at Universitat Barcelona. She will be joining us until June 2024.

The Lab also hosts MSc students for [curricular internships](#). This month we are happy to have [Alessandro Matrone](#) (MSc Student, GIO), [Alessia Vanzella](#) (MSc Student, PPA), [Domenico Leone](#) (MSc Student, PPA), and [Miriam Orlando](#) (MSc Student, PPA). Students interested in this opportunity are welcome to [contact us](#).

# OUR RESEARCH HIGHLIGHTS

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## **Labor**

What do women want in a job? Gender-biased preferences and the reservation wage gap – **Kenza Ellass**

Key Points:

- This paper uses French administrative data from the French Unemployment Services providing information on job search behaviour to assess which 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, both in terms of content and amenities of the desired occupation.
- Using a change in childcare benefits for single parents in a causal analysis, results show that a change in household constraints changes the job search behaviour of women.

Kenza Ellass, Post-Doctoral Researcher at the Lab, presented her work at the [AFÉPOP 2024 Inaugural Conference](#) in Paris, and the [3rd Junior Economists Meeting](#) in Milan.

Generative AI and Labor Market Discrimination – **Kenza Ellass** with *G. Gauthier, D. Nozza, and P. Profeta*

Key Points:

- We study the use of LLMs to produce and screen CVs of job applicants and run a series of online experiments inspired by classical correspondence studies.
- Leading open-source and closed-source models typically produced gendered-stereotyped CVs.
- Generative AI discriminates against women.
- Consistent with theories of systemic discrimination, the bias against women increases if the models are used to produce and screen applicant packages.

Kenza Ellass, Post-Doctoral Researcher at the Lab, presented her work at [DONDENA AI & Society Initiative \(DAISI\)](#).

## **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 [COSME Gender Economics Workshop](#) in Madrid.

## ***Women's Empowerment***

### **Overstretched: Financial Distress and Intimate Partner Violence in the US – [Olivia Masi](#)**

Key Points:

- We identify small financial shocks due to changes in payments because of bank closures.
- These relatively small financial shocks increase intimate partner violence.
- The effect is stronger and larger for households at risk, with more family members and more liquidity constraints.
- There is evidence of financial distress due to changes in consumption.

Olivia Masi, Post-Doctoral Researcher at the Lab, presented her work at the [IEB Seminar](#) in Barcelona and a seminar at the University of Giessen, invited by Mirjam Stockburger.

### **Gender diversity and decision-making in teams – [Viola Salvestrini](#) with *M. Ronchi***

Key Points:

- We study the effect of gender composition within teams in the judiciary.
- Team's gender composition matters for decision-making: all-women teams are more likely to convict, while all-men's teams are to make decisions.
- Team's gender composition matters for decision-quality: mixed gender panels are more likely to make good decisions compared to same-gender panels, with the effect driven by all-men teams performing poorly.
- Results are not driven by specific types of crimes or by other dimensions of diversity correlated with gender.
- Gender composition matters only in complex decision-making, suggesting that gender-based disparities emerge primarily when cases necessitate deeper analysis and nuanced consideration.

Viola Salvestrini, Post-Doctoral Researcher at the Lab, presented her work at the [EAYE Annual Meeting](#) in Paris and the 2024 QMUL PhD Workshop in London.

## ***Family***

The care penalty for women at Retirement in Europe – **Francesco Maura** with *P. Profeta*

Key Points:

- As population ages, there is an increasing demand for caregiving services and household decide whether purchase these services or produce them.
- In the second case, one working member should retire or leave his/her job, in most cases a woman.
- We study the impact of retirement due to caregiving responsibilities on women's post-retirement earnings compare to regular retirement.
- The results show that the (negative) effect of retirement among those who retire because of caregiving duties is almost three times larger than the impact on regular retirees.

Francesco Maura, Post-Doctoral Researcher at the Lab, presented his work at the [General Meeting Age-It](#) in Venice.

## ***Culture***

The Bystander Issue: Why do we take the harassers' side? – **Paola Profeta** with *C. Coly, A. Sevilla, and M. Suteau*

Key Points:

- We design and run a new survey to investigate beliefs about sexual harassment and their role in bystanders' willingness to help the victims.
- We find that both men and women overestimate the proportion of individuals who are victims of sexual harassment.
- In a randomized control trial, we provide information on the real amount of sexual harassment and we find that individuals who underestimate the prevalence of sexual harassment, after the information treatment increase their willingness to help.

Paola Profeta, Director of the Lab, presented her work at the workshop ["Gender norms, sexual harassment and the labor market"](#) at the EUI.

## **AT A GLANCE**

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- Paola Profeta was [interviewed](#) by StartupItalia on how inclusive cultures can increase efficiency, productivity and a vision capacity.
- Paola Profeta was [interviewed](#) by Sky TG24 Live in Milano on "Young people and work between opportunities and training."

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

## NEWS & EVENTS

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### *AXA and Bocconi*

AXA Italia, AXA Research Fund and Bocconi renew their commitment to support gender equality for another 3 years.

To learn more about the AXA Research Lab on Gender Equality, our work, and our commitment to investigate the roots of gender gaps, you can read the [press release](#) and regularly check our [website](#).

### *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 [Lina Lozano](#) (New York University Abu Dhabi) who presented the paper "Attribution of Failure and Success in Strategic Settings."

We will be announcing our 2024-2025 Seminar Series shortly. 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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