



Issue 28, June 2024

WELCOME

The AXA Research Lab on Gender Equality welcomes you to the twenty-eighth 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!

- [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 bid farewell to [Marta Currull Sentís](#), PhD Candidate at Universitat de Barcelona.

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

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 [Workshop on Advanced Research on Diversity in Education, Health and Environment](#) hosted by Bocconi's Gender Lab.

Women's Empowerment

Gender diversity and teams' decision making – **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 [BSE Summer Forum Law and Economics](#) and the [3rd Workshop on Public Policies](#) in Barcelona, and the [8th Csef-Igier Symposium on Economics and Institutions](#) in Capri.

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 [13th European meeting of the Urban Economics Association](#) in Copenhagen, the [3rd Workshop on Public Policies](#) in Barcelona, and the [Annual Conference of the International Association for Applied Economics](#) in Thessaloniki.

Family

Partners' Risk Perception and Household Portfolio Allocation – **Francesco Maura**

Key points:

- Classical models approximate household's preferences with husbands (or financial decision-makers) preference in financial choices.
- However, households make decisions as a group, bargaining about individual preferences and then deciding the optimal outcome.
- I show that the preferences of all household decision-makers matter in the determination of household decisions, including that of wives.
- I also show that approximating household members' bargaining power using only relative income leads to a potential underestimation of the role of women in portfolio allocation.

Francesco Maura, Post-doctoral Researcher at the Lab, presented his work at the [Annual Conference of the International Association for Applied Economics](#) in Thessaloniki.

Education

Gender Differences in Math Tests: The Role of Time Pressure – **Paola Profeta with V. Galasso**

Key points:

- We investigate the role of time pressure in math tests in originating gender gaps. These math tests are often used to select candidates for entry into STEM fields, where women are underrepresented.
- In a randomized experiment, college students take a math test under 3 possible conditions: high time pressure. low time pressure, no time pressure. We show that reducing or eliminating time pressure decreases the math gender gap by up to 40%, with no cost in terms of a less efficient selection of candidates.
- We investigate two possible mechanisms: test-taking strategy and anxiety. Our results suggest that larger math gender gaps under time pressure are mostly due to anxiety.

The paper has been published in *The Economic Journal*. You can access it [here](#).

AT A GLANCE

- Elizabeth Leer, Francesco Maura and Paola Profeta [published](#) the Policy Brief “Women and Ageing,” commissioned by the Age-It: Ageing Well in an Ageing Society project.
- Paola Profeta [delivered](#) the keynote speech “Women politics and policies” at the workshop Gender Analysis in EU Political Economy held at the EUI Robert Schuman Centre.
- Paola Profeta [delivered](#) the keynote speech “Understanding gender gaps in decision-making” at the ASEPELT Annual Conference.
- Paola Profeta [published](#) an article on Economy Magazine on why inclusion is worth it, even economically.
- Paola Profeta was [interviewed](#) by W Leadership in CNBC on Italy’s slip to the 87th place in the Global Gender Gap ranking.

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

NEWS & EVENTS

Workshop on Advanced Research on Diversity in Education, Health and Environment

This month the Gender Lab held the [Workshop on Advanced Research on Diversity, Education, Health and Environment](#).

[Travis Bristol](#) (UC Berkeley) presented the project “A Tale of Two Types of Schools: An Exploration of How School Working Conditions Influence Black Male Teacher Turnover.”

[Tolani Britton](#) (UC Berkeley) presented the project “Does locked up mean locked out: The effects of the 1986 Anti-Drug Abuse Act on college enrollment for Black men.”

[Guglielmo Zappalà](#) (UC Santa Barbara) presented the project “Co-benefits of Opioid Reformulation on Temperature and Intimate Partner Violence.”

[Kenza Ellass](#) (Bocconi) presented the project “What do women want in a job? Household constraints, gender-biased preferences and the reservation wage gap.”

Thank you to all presenters and participants for a very interesting workshop!

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!

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. You can also follow us on Twitter [@AXAGenderLab](#).

Until next time,

The AXA Research Lab on Gender Equality

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