



Issue 29, July 2024

WELCOME

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

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

OUR RESEARCH HIGHLIGHTS

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 the Lab, presented her work at the [2nd Organizational Economics Summer Symposium \(OESS\) 2024](#) in Ohlstadt.

Policies

Saving regrets at retirement – **Francesco Maura** with *S. Castaldo, M. Celidon, G. Weber, and N. Zambon*

Key Points:

- Transitioning into retirement reduce individuals' monthly income. Thus, new retirees may have regrets related to their pre-retirement savings.
- Using SHARE data, we find that these regrets are rare in EU countries relatively to UK or US.
- We show that those who opt for early retirement are significantly more likely to report saving regrets than those who choose old age pension.

The new WP has been recently published. You can access it [here](#).

AT A GLANCE

- Paola Profeta was [interviewed](#) by Avvenire regarding the gender gap in political participation, highlighting issues from the recent European elections.
- Paola Profeta [spoke](#) with Donna Moderna about the latest Global Gender Gap Index and Italy's drop to the 87th rank.
- Paola Profeta was [interviewed](#) by the Financial Times to discuss the ongoing debate about business gender quotas in Italy.

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 in room 3-B3-SR01 or online!

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

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 at <https://genderlab.unibocconi.eu/> or email us at genderlab@unibocconi.it. You can also follow us on Twitter [@AXAGenderLab](#).

We wish you a restful summer break and look forward to seeing you in the fall!

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), in [questa pagina](#) può prendere visione delle Policy sul trattamento dei dati personali e che in [questa pagina](#) può aggiornare o modificare il consenso al loro trattamento da parte dell'Università Bocconi.

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