



The AXA Research Lab on Gender Equality welcomes you to the thirtieth 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 Calo](#), *PhD Student*
- [Bianca Meoli](#), *Pre-Doc*
- [Mohamed Horchani](#), *Pre-Doc*

In addition to our core team, we collaborate with [non-residential affiliates](#) and regularly welcome [visitors](#). This month we are hosting [Margherita Agnoletto](#), PhD Student in Economics at the University of Turin and Collegio Carlo Alberto. She will be visiting the Gender Lab until the end of November.

The Lab also hosts MSc students for [curricular internships](#). This month we welcome [Giovanni Colombo](#) (MSc PPA), [Matilde Bontempo](#) (MSc PPA), and [Cristina Mazza](#) (MSc GIO). Students interested in this opportunity are welcome to [contact us](#).

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## OUR RESEARCH HIGHLIGHTS

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### *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 Workplace of the Future workshop in Tilburg University and [Tor Vergata PhD Conference in Economics](#).

## **Labor**

### Female representation and performance in entrepreneurship: the role of early exposure to entrepreneurs – **Viola Salvestrini** with *M. Mertz and M. Ronchi*

#### Key Points:

- This paper shows that exposure to entrepreneurs during adolescence increases women's entry and performance in entrepreneurship and improves the allocation of talent in the economy.
- Using population-wide registry data from Denmark, we track nearly one million individuals from adolescents to adulthood and exploit idiosyncratic within-school, cross-cohort variation in exposure to entrepreneurs, as measured by the share of an adolescent's peers whose parents are entrepreneurs at the end of compulsory school.
- Early exposure, and in particular exposure to the entrepreneur parents of female peers, encourages girls' entry and tenure into this profession, while it has no effect on boys. The increase in female entrepreneurship is associated with the creation of successful and female-friendly firms.
- Furthermore, early exposure reduces women's probability to discontinue education at the end of compulsory school and to hold low wage jobs through their lives.

Viola Salvestrini, Post-doctoral Researcher the Lab, presented her work at [EEA ESSEM 2024](#) in Rotterdam.

### What do women want in a job? Household constraints, 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 the Lab, presented her work at [EEA ESSEM 2024](#) in Rotterdam, [EALE 2024](#) in Bergen, the [Areana Job Market Candidates Symposium](#), and Bocconi's Food for Thought Seminar Series.

## ***Family***

The care penalty for women at Retirement in Europe – **Francesco Maura** and **Paola 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 the Lab, presented his work at [XXXVI Siep Conference 2024](#) in Cagliari.

## ***Education***

Does scarcity of female instructors create demand for diversity among students? Evidence from an M-Turk experiment – **Giulia Savio** with *P. Funk* and *N. Iriberry*

Key Points:

- We study if fewer female instructors boost demand for gender diversity among students.
- In M-Turk, women value gender diversity more when female instructors are scarce.
- We also test male scarcity in the instructor pool; both genders demand diversity.

The paper has recently been published in Labor Economics. You can access it [here](#).

# AT A GLANCE

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- Paola Profeta delivered a [keynote speech](#) on “Exploring gender gaps in political decision-making” at the inauguration of the Academic Year of IDEA-Universitat Autònoma de Barcelona.
- Paola Profeta was [interviewed](#) by *Grazia* on women’s discrimination in the labor market in Italy.

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

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# NEWS & EVENTS

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## *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 thank our first speaker of the academic year, [Alexandra Roulet](#) (INSEAD), for her presentation of “Private Equity and Pay Gaps Inside the Firm.”

Our upcoming seminars include:

- “Birth Timing and Spacing: Implications for Parental Leave Dynamics and Child Penalties” – [Mathias Jensen](#) (Oxford University) on October 1st
- “Group Composition and Group Decision-Making: Evidence From Municipal Council Meetings in South Korea” – [Martina Zanella](#) (Trinity College Dublin) on October 22nd
- “Can Public Policies Break the Gender Mold? Evidence from Paternity Leave Reforms in Six Countries” – [Sebastien Fontenay](#) (University of Alcalá & Pompeu Fabra University) on October 29th

## **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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