

Gender Lab

The Newsletter of

AXA Research Lab on Gender Equality



Issue 31, October 2024

WELCOME

The AXA Research Lab on Gender Equality welcomes you to the thirty-first 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*
- **Niccolò Baldesi**, *Pre-Doc*
- **Bianca Meoli**, *Pre-Doc*
- **Mohamed Horchani**, *Pre-Doc*

In addition to our core team, we collaborate with [external fellows](#) and welcome visitors. We are thrilled to host **Margherita Agnoletto**, PhD Student in Economics at the University of Turin and Collegio Carlo Alberto, who will be with us until the end of November. Additionally, we extend our gratitude to Eunhye Kwak, Research Fellow at the Korea Labor Institute, for her recent visit.

We are also delighted to welcome our new MSc students joining the Lab for their [curricular internships](#) this month: **Giovanni Colombo** (MSc PPA), **Matilde Bontempo** (MSc PPA), **Cristina Mazza** (MSc GIO), and **Beatrice Morico** (BSc BIG). If you're a student interested in gaining hands-on experience with us, we encourage you 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 Bocconi's Department of Management Seminar Series and QMUL.

Labor

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

Key Points:

- This paper analyses the role of childcare constraints in the job search behaviour of women.
- Using French administrative data from the French Employment Services providing information on job search behaviour and job description data that I collect using text analysis tools, I assess which kind of occupations men and women apply for.
- Using quantile decomposition methods, I document how the amenities and content of the desired occupation explain the gender gap in their reservation wages.
- I then assess how a 2018 reform, which increased childcare benefits for single-parent households by 30%, influenced the reservation wage and job-search behaviour. Using a difference-in-difference strategy and spatial variation in childcare service availability, results indicate that the reduction in childcare costs led women to lower their reservation wages.
- I also find that more affordable access to flexible childcare increases the likelihood of targeting occupations requiring greater temporal flexibility and the desired maximum commute, thereby enabling them to secure more stable jobs upon re-employment.

Kenza Ellass, Post-doctoral Researcher the Lab, presented her work at [ECONtribute and C-SEB Design & Behavior Seminar](#) at Cologne University and at the Labour Chair of the Paris School of Economics.

Generative AI and Labor Market Discrimination – **Kenza Ellass, 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 produce gender-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 the Lab, presented her work at Bocconi's [DAISI - Advanced AI Methods Workshop](#).

Policies

Subjective Survival Beliefs, Cognitive Skills and Investments in Risky Assets – **Francesco Maura** with *C. Dal Bianco, F. Parodi, and G. Weber*

Key Points:

- 50+ individuals tend to underestimate their life horizons, especially women. Thus, their (perceived) investment horizon is shorter.
- We show that higher inaccuracy of survival expectations (i.e., more underestimation) reduces household's stock market participation.
- We want to use a structural approach to run counterfactual experiments of potential policy interventions related to reduction of stock market 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 survivorship underestimation.

Francesco Maura, Post-doctoral Researcher at the Lab, presented his work at the University of Modena and Reggio Emilia Econ Seminar Series.

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.

The authors have recently published a Working Paper. You can access it [here](#).

Family

Women's Caring Penalty 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 [64th Annual Conference - Italian Economic Association](#) in Urbino.

Education

Gender Differences in Math Tests: The Role of Time Pressure – **Paola Profeta and Vincenzo Galasso** –
published at The Economic Journal

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 recently featured in [Bocconi's website](#) and [la Repubblica](#). You can access it [here](#).

AT A GLANCE

- Paola Profeta participated as speaker on the session on women, men, youth and democracy of the [2024 OECD Global Forum on Building Trust and Reinforcing Democracy](#).
- Paola Profeta delivered a keynote speech at the [Workshop on “Gender and Work,”](#) organized by the Barcelona School of Economics.
- Paola Profeta presented the paper “Family culture and childcare” at the [University of Warwick's Department of Economics](#), and delivered a speech on Diversity and Inclusion at the University of Warwick.

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 sessions are conducted in hybrid format, so feel free to join us in person at room 3-B3-SR01 or online!

In October, we were pleased to host the following seminars:

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

Here's what we have lined up for the month of November:

- *November 5th*: "When Women Win: Can Female Representation Decrease Gender Based Violence?" – Chiara Santantonio (Bath University)
- *November 12th (online only)*: "Can Artificial Intelligence Improve Gender Equality? Evidence from a Natural Experiment" – Difang Huang (University of Hong Kong)
- *November 19th*: "Caught in the Crossfire: World War I and the Extension of Women's Suffrage in France" – Victor Gay (Toulouse School of Economics)
- *November 26th*: "Peer Effects and the Gender Gap in Corporate Leadership: Evidence from MBA Students" – Ashley Wong (Tilburg University)

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](https://twitter.com/AXAGenderLab).

Until next time,

The AXA Research Lab on Gender Equality

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