

# Gender Lab

The Newsletter of

AXA Research Lab on Gender Equality



Issue 33, December 2024

## WELCOME

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The AXA Research Lab on Gender Equality welcomes you to the thirty-third edition 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 edition, 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](#), *Junior Researcher*
- [Niccolò Baldesi](#), *Pre-doc*
- [Bianca Meoli](#), *Pre-doc*
- [Mohamed Horchani](#), *Pre-Doc*
- [Matilde Bontempo](#), *Research Assistant*

In addition to our core team, we collaborate with external fellows and welcome visitors. This month we welcome [Max Thon](#), PhD Candidate from the University of Cologne, who will be joining us until February 2025.

We are also delighted to welcome our new MSc students joining the Lab for their [curricular internships](#) this month: **Giovanni Colombo** (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](#).

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## OUR RESEARCH HIGHLIGHTS

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### 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.

A Working Paper has been recently published. You can access it [here](#).

### 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.
- Teams' gender composition matters for decision-making: all-women teams are more likely to convict, while all-men's teams are to make decisions.
- Teams' 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 [CEPRRP Paris Symposium](#).

### Labor

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

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 [CREM Seminar](#), Université de Rennes.

## AT A GLANCE

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- Paola Profeta participated at the [Gender Equality Forum 2024](#), organized by EIGE in Brussels and represented Italy in the Experts' Forum on 11 December 2024.
- Paola Profeta was a speaker at the panel organized by the European Parliament's Representative Office in Milan in the occasion of the [European Gender Equality Week](#), on the topic "Women in the Digital World: Safety and Empowerment"

- Paola Profeta Participated as discussant at the event “[Qualità della Vita 2024](#),” organized by il Sole 24 Ore.
- Paola Profeta was a speaker at the event in occasion of the [Re World Prize for Social Sustainability](#).

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

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## NEWS & EVENTS

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### **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 December, we were pleased to host the following seminars:

*December 9th* (joint with the Dondena Seminar Series): “Dating and Breaking Up with the Boss: Benefits, Costs, and Spillover” – **Emily Nix** (USC Marshall School of Business)

Here's what we have lined up for the beginning of the second semester:

*January 21st*: “EU Make Me Feel Like a Natural Woman: Politics of Women’s Representation in the EU Parliament” – **Riccardo Di Leo** (European University Institute)

*January 28th*: “Explaining FDI Responsiveness to Gender Inequality: The Role of CEO Characteristics” – **Kerim Can Kavakli** (Bocconi 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](mailto:genderlab@unibocconi.it). You can also follow us on Twitter [@AXAGenderLab](#).

We wish you a happy holiday season! Until next time,

### **The AXA Research Lab on Gender Equality**

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