Issue 34, January 2025

WELCOME

The AXA Research Lab on Gender Equality welcomes you to the thirty-fourth 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!

- **Paola Profeta**, *Director*
- **Francesco Maura**, *Post-doctoral Researcher*
- **Kenza Elass**, *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*
- **Matilde Bontempo**, *Research Assistant*

In addition to our core team, we collaborate with **external fellows** and welcome **visitors**. This month we are hosting **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 <u>curricular internships</u> this month: **Gaia Quagliaroli** (MSc PPA), **Giovanni Colombo** (MSc PPA), and **Beatrice Morico** (BSc BIG). If you're a student interested in gaining hands-on experience at the Gender Lab, we encourage you to **contact us**.

OUR RESEARCH HIGHLIGHTS

Labor

Generative AI and Labor Market Discrimination – Kenza Elass *with 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 Elass, Post-doctoral Researcher the Lab, presented her work at the **Applied Economics Lunch Seminars** of the Paris School of Economics.

Policies

Gender gaps in the urban wage premium – Kenza Elass *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 Elass, Post-doctoral Researcher the Lab, presented her work at **MESIE CEPR Workshop** at NYU Abu Dhabi.

Don't Stick a Spoon in Marital Disputes? Sentencing Severity and Domestic Violence – Olivia Masi *with R. Costa, B. Ribeiro, and M. Sandi*

Key points:
• We estimate the impact of sentencing severity on the dynamics of domestic violence.
• The study uses ten years of merged individual-level administrative registers on domestic violence cases brought to the police and family linkages for Rio Grande do Sul (Brazil).
• Leveraging Brazil's "Lei do Feminicidio", which was implemented in March 2015 to include the crime of "femicide" in the Brazilian penal law, we find that sentencing severity significantly affects the behavior of both offenders and victims of domestic violence.
• While the policy change seemingly deterred potential offenders by reducing the incidence of domestic violence, victims of domestic violence became more likely to ask for protective measures and more reluctant to press charges against their abusive partners, as a framework of compensating mechanisms would predict.
• For a policymaker seeking to design effective sentences to combat domestic violence, the tension between these outcomes appears critical.

Olivia Masi, Post-doctoral Researcher at the Lab, presented her work at **Alp Pop 2025**.

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 **Alp Pop 2025**.

AT A GLANCE

- Paola Profeta was interviewed by *Grazia* about the current state of female entrepreneurship in Italy, highlighting its persistent segregation.

  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 at 1pm CET. Our sessions are conducted in hybrid format, so feel free to join us in person at room 3-B3-SR01 or online!

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

- *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)

Our upcoming seminars include:
- *March 11th*: "Does Smoking Affect Wages?" – **Mjriam Stockburger** (Justus Liebig University Giessen)
- *April 8th (online only, at 3pm CET)*: "Diversity and Performance in Entrepreneurial Teams" – **Sophie Calder-Wang** (UPenn Wharton)
- *April 15th*: "Educated to be Mothers? Indoctrination and Demographic Backlash" – **Matteo Sandi** (Cattolica University)

Workshop on "Labour, Family and Ageing: A Gender Perspective"
On January 22, 2025, we hosted the workshop on "Labor, Family and Ageing: A Gender Perspective."

Noa De La Vega (EUI) presented her work on "The Aging Parent Penalty Across Countries," showing that supporting ill or aging parent have different effects on adult children of different genders.

Giulia Briselli (ESCP Business School) presented the project "Are Men's Attitudes Holding Back Fertility and Women's Careers? Evidence from Europe," arguing that men's resistance to increase their contribution to home production is an important factor holding back fertility and female employment in developed countries.

Max Thon (University of Cologne) presented his experimental findings on "How to attract talents? Field-experimental evidence on emphasizing flexibility and career opportunities in job advertisements," suggesting that highlighting job flexibility in job ads increases the total number of female and male, entry-level applicants, while emphasizing career advancement only raises applications by entry-level men.

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

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
Bocconi University
Via Röntgen 1, 6th floor – 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.

We inform you that, in compliance with the new European General Data Security and Data Privacy Regulation (EU 2016/679 - GDPR), at page you can view the Policy on the processing of personal data and at that page you can update or modify the consent to their treatment by Bocconi University.