

Gender Lab

The Newsletter of

AXA Research Lab on Gender Equality



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WELCOME

The AXA Research Lab on Gender Equality welcomes you to the thirty-fifth 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 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*
- [Matilde Bontempo](#), *Research Assistant*

In addition to our core team, we collaborate with [external fellows](#) and welcome [visitors](#). This month we bid farewell to [Max Thon](#), PhD Candidate from the University of Cologne, who joined us between December 2024 and February 2025.

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

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 an invited seminar in Oxford University.

Politics

Who Cares About Childcare? Covid-19 and Gender Differences in Local Public Spending – [Alda Marchese](#), [Paola Profeta](#), [Giulia Savio](#)

Key points:

- The Covid-19 pandemic increased the salience of childcare and focused attention to the allocation of public funds for it.
- Focusing on Italy, one of the first countries severely impacted by the Covid-19 crisis, we analyze how male and female politicians responded to the Covid-19 pandemic in the allocation of funds to childcare.
- To assess causality, we analyze close mixed-gender races in Italian local elections in small municipalities without gender quotas from 2016 to 2023.
- We show that pre Covid-19 female mayors spent more on childcare than male mayors.
- However, during the pandemic, the gender gap closed, as male mayors increased spending, a trend that continued in the post pandemic period.

The paper has been recently accepted for publication in *International Tax and Public Finance*.

AT A GLANCE

- [Paola Profeta](#) delivered a [keynote speech](#) on "Building inclusion at university and the workplace" at the Australian Gender Economics Workshop. The talk was based on two papers: "Gender composition and University Climate" by [Silvia Griselda](#), [Paola Profeta](#), and [Giulia Savio](#), and "The Bystander Issue: Understanding the Role of Beliefs in Workplace Sexual Harassment" by [Caroline Coly](#), [Paola Profeta](#), [Margaux Suteau](#) and [Almudena Sevilla](#).

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!

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)

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,

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