

Gender Lab

The Newsletter of

AXA Research Lab on Gender Equality



Issue 40, July 2025

WELCOME

The AXA Research Lab on Gender Equality welcomes you to the fortieth 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 [Margherita Agnoletto](#), PhD candidate in Economics at the University of Turin and Collegio Carlo Alberto.

We also thank our student interns concluding their [curricular internships](#) at the Lab this month: [Gaia Quagliaroli](#) (MSc PPA), [Barbara Ogechi Okonkwo](#) (MSc PPA), and [Beatrice Morico](#) (BSG 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.
- Gender composition matters for both (i) type and (ii) quality of decisions: (i) all-women teams have higher conviction rates compared to all-male and mixed-gender teams, while no significant difference is observed between the latter two (ii) despite their higher conviction rates, rulings by all-women teams are more likely to be correct, as indicated by a lower likelihood of being appealed and subsequently overturned. In contrast, decisions made by all-men teams show the highest appeal and overturn rates. Despite the lower conviction rate, mixed-gender team's convictions are almost as good as the all-women's teams.
- Results are not driven by specific types of crimes or by other dimensions of diversity correlated with gender.
- We develop and structurally estimate a model of team decisions, and show that differences in exerted effort, rather than in judicial preferences (e.g. taste for conviction) drive the results, and that mixed-gender teams experience communication frictions.
- Diversity affects outcomes by altering effort incentives and imposing coordination frictions.

Viola Salvestrini, Post-doctoral Researcher the Lab, [presented](#) her work at the Organizational Economics Summer Symposium 2025 in Ohlstadt.

AT A GLANCE

- Paola Profeta was [interviewed](#) by La Stampa on the push for pay transparency. She discussed how these measures aim to close the gender pay gap and boost stagnant wages.

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

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.

While our 2024-2025 Seminar Series has come to an end, we will be announcing our 2025-2026 lineup soon. Stay tuned!

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 X [@AXAGenderLab](#) and Bluesky [@axagenderlab.bsky.social](#).

We wish you a great summer break!

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