

Gender Lab

The Newsletter of

AXA Research Lab on Gender Equality



Issue 42, October 2025

WELCOME

The AXA Research Lab on Gender Equality welcomes you to the forty-second 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*
- [Viola Salvestrini](#), *Post-doctoral Researcher*
- [Ximena Caló](#), *PhD Student*
- [Mohamed Horchani](#), *PhD Student*
- [Matilde Bontempo](#), *Pre-Doc*
- [Miriam Orlando](#), *Research Assistant*
- [Edoardo Epifori](#), *Research Assistant*

In addition to our core team, we collaborate with [external fellows](#) and welcome [visitors](#). This month we are happy to welcome [Sébastien Fontenay](#), Marie Skłodowska-Curie fellow at the Universitat Pompeu Fabra and Assistant Professor (visiting) in the Department of Economics at the University of Alcalá. He will be visiting the Lab until the end of November.

We also host MSc students for their [curricular internships](#). If you're a student interested in gaining hands-on experience at the

OUR RESEARCH HIGHLIGHTS

Family, Labor and Fertility

Age and Gender Discrimination in Job Opportunities – [Francesco Maura](#), [Paola Profeta](#), [Olivia Masi](#)

Key points:

- This study investigates how gender and age biases affect managerial decisions in Italian small and medium enterprises.
- Analyzing survey data from 827 managers, we find little evidence of bias in task assignments, but younger employees – particularly younger women – are favored for training program allocation.
- These findings reveal that while explicit gender or age bias is limited in some areas, implicit preferences persist in others, especially age preferences, shaping workforce development and reward distribution.

Francesco Maura, Post-doctoral Researcher the Lab, presented his work at the [Age-IT General Meeting](#) in Naples.

AT A GLANCE

- Paola was the [keynote speaker](#) at the international conference “Competitive Enough? Let's Talk Gender,” organized by the Office of the Government of the Czech Republic.

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

NEWS & EVENTS

New Collaboration with the World Bank's ECA Gender Innovation Lab

On October 3rd, we launched a [new collaboration](#) with the World Bank's ECA Gender Innovation Lab, aimed at advancing the measurement and evaluation of gender equality policies across Europe and Central Asia.

Formalised through a Memorandum of Understanding, the partnership establishes scientific cooperation to study gender inequalities and assess the effectiveness of public policies. The collaboration will include joint projects, data- and methodology-exchange, and workshops bringing together scholars and policymakers — all with the goal of turning research into concrete tools for equality and impact.

Annual Event on Gender Equality

On October 13th, the Gender Lab held the Annual Gender Equality Workshop, marking the 15th edition of the Best Paper Award in Gender Economics. The event was organized jointly with the Department of Social and Political Sciences, in collaboration with the UniCredit Foundation.

This year's keynote lecture was delivered by [Cecilia Garcia-Peñalosa](#) (Aix Marseille School of Economics).

Warm congratulations to [Maria Frech](#) (Toulouse School of Economics) and [Felix Rusche](#) (Max Planck Institute for Research and Collective Goods) for winning this years' prize.

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 October we held the following seminars:

- "Anticipated Discrimination and Major Choice" – [L. P. Lepage](#) (SOFI)

Our upcoming seminars include:

- November 18th: "Polygamy as a Ponzi scheme: how population growth shapes marriage markets in Africa" – [P. Rossi](#) (CREST)

- November 25th: "Dowry, old-age support and labor supply over the lifecycle" – **A. Andrew** (Oxford 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 X [@AXAGenderLab](#) and Bluesky [@axagenderlab.bsky.social](#).

Until next time,

The AXA Research Lab on Gender Equality

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