

Gender Lab

The Newsletter of

AXA Research Lab on Gender Equality



Issue 43, November 2025

WELCOME

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

- [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*
- [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 bid farewell to 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 visited the Lab between September and November 2025.

OUR RESEARCH HIGHLIGHTS

Politics

Financial distress during the pandemic: the role of government support – [Francesco Maura](#) with *G. Weber (University of Padova)* and *Nancy Zambon (University of Padova)*

Key points:

- We investigate how (the timing of) economic support measures during the COVID-19 pandemic affected household financial distress across Europeans aged 50 and older.
- Using SHARE data, we track changes in financial well-being before, during and after the pandemic.
- Using policy data from the Oxford COVID-19 Government Response Tracker, we distinguish between countries that implemented support at an early versus a later stage.
- Exploiting a triple-difference identification strategy, we show that timely government interventions significantly reduced financial distress for working-age households experiencing job interruption, while delayed responses led to increased financial strain.
- The effect is robust to different specificities of the identification strategy.
- Our findings highlight the importance not only of the generosity, but also of timing of fiscal support in times of crisis.

This paper was recently published in *Fiscal Studies*. You can read it [here](#).

Women's Empowerment

Gender diversity and teams' decision making – [Viola Salvestrini](#) with *M. Ronchi (Northwestern University)*

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 NBER Organizational Economics Working Group in Cambridge, MA.

AT A GLANCE

- Paola Profeta and Edoardo Epifori [collaborated](#) on a research project conducted by SDA Bocconi and Pomellato on economic violence against women in Italy, presented at Bocconi University on 25 November 2025, the International Day for the Elimination of Violence against Women.
- Paola Profeta was also [interviewed](#) by *Io Donna* for a feature on economic violence within couples, based on insights from the new SDA Bocconi–Pomellato research.
- She was also [interviewed](#) in the radio show "Tutto scorre" of *Radio Popolare* about gender wage gaps.
- Elena Viganò [received](#) one of the Valeria Solesin Memorial Awards 2025 for her master's thesis "The Child Penalty: an Analysis of the Italian Regional Heterogeneity," conducted while she was a research assistant at the Gender Lab.

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

NEWS & EVENTS

Inclusion Weeks

This month, Bocconi University celebrated its second edition of the **Inclusion Weeks**. The Gender Lab values the initiative's goal to raise awareness on inequalities and build an environment for all to thrive in Bocconi.

Our Lab members have actively participated in both the academic seminars and experiential activities. The seminars discussed topics a broad range of topics related to inclusion, including the seminar by **Paola Profeta**, our Lab's Director and Dean for Diversity, Inclusion and Sustainability on "Gender Equality and Gender Gaps" and "Make Work Fair" by **Iris Bohnet**, Albert Pratt Professor of Business and Government and Co-Director of the Women and Public Policy Program at Harvard Kennedy School.

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 November we held the following seminars:

- "Polygamy as a Ponzi scheme: how population growth shapes marriage markets in Africa" – **Pauline Rossi** (CREST)
- "Drowry, old-age support and labor supply over the lifecycle" – **Alison Andrew** (Oxford University)

Our upcoming seminars include:

- December 2nd: "Hiring Subsidies and Female Employment" – **Lorenzo Inconato** (CSEF)

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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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.

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