

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 forty-sixth 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*
- [Sina Smid](#), *Post-doctoral Researcher*
- [Ximena Caló](#), *PhD Student*
- [Mohamed Horchani](#), *PhD Student*
- [Matilde Bontempo](#), *Pre-Doc*
- [Edoardo Epifori](#), *Pre-Doc*
- [Miriam Orlando](#), *Research Assistant*

In addition to our core team, we collaborate with [external fellows](#) and welcome [visitors](#). This month we welcome [Ionna Astier](#), PhD Student at the Centre d'Économie de la Sorbonne (CES) of Paris 1 Panthéon-Sorbonne University. Ionna will visit the Gender Lab until

April 2026.

We also host students for their [curricular internships](#). This month: [Niklas Reinecke](#) (MSc PPA). If you're a student interested in gaining hands-on experience at the Gender Lab, we encourage you to [contact us](#).

OUR RESEARCH HIGHLIGHTS

Culture

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 young 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, Post-Doctoral Researcher at the Lab, recently [presented](#) his work at the Workshop on Experimental Approaches to Gender Inequality: Stereotypes, Norms, and Women's Achievements in the Labour Market, organized at the University of Bologna.

Politics

The Political Aftershocks of Natural Disasters: Gender Penalties in Post-Crisis Elections – [Ximena Caló](#)

Key points:

- Do natural disasters systematically disadvantage female politicians?
- Using a candidate-level panel of Chilean municipal elections (2004–2021) merged with seismic intensity measures from the 2010 Maule earthquake, I find that female candidates in high-exposure communes experienced an 8.9 percentage point decline in within-list vote share relative to male candidates, a penalty that also eroded their seat-winning margins. The effect emerged immediately and persisted for nearly a decade.
- The penalty extends to challengers with no governing record and is not explained by changes in party nomination strategies.
- A positive economic shock, the mid-2000s copper boom, produced no comparable gender gap, suggestive of crisis-specific stereotype activation rather than symmetric performance-based accountability.
- These findings suggest that climate-related disasters may threaten progress toward gender parity in elected office.

Ximena, PhD Student at the Lab, recently [presented](#) her work at a seminar organized by the Advisory Political Economics Group at Stockholm University.

Education

Gender difference in off-school time use and academic achievement – [Olivia Masi](#)

Key points:

- This paper examines how off-school time use correlates with academic achievement, using unique data on Turkish children aged 8–12.
- With detailed variables – such as cognitive and non-cognitive traits, parenting, and teaching styles – I find significant gender differences: girls spend more time doing chores and studying, less on play.
- I estimate an education production function with time-use inputs. One extra hour of chores reduces math (0.042 SD) and Turkish (0.025 SD) scores; playtime also lowers scores.
- A gender gap in math (0.171 SD) favoring boys appears driven by different time-use patterns and returns to playtime across gender.

The paper has been recently published in *Education Economics*. You can read it [here](#).

AT A GLANCE

- Paola Profeta was a [speaker](#) at the event "A Matter of Choice: People and Possibilities in the Age of AI," co-organized by Bocconi University, Generali, and UNDP to present the 2025 Human Development Report. Her speech was on AI and gender gaps.

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!

This month we held the following seminars:

- February 3rd: "The Performance of Contractors: Evidence from the Emergency Department" – **Jordi Blanes i Vidal** (LSE)
- February 10th: "Work from Home and Household Work: An Anchoring Vignette Study" – **Elena Stancanelli** (PSE)
- February 17th: "A Welfare Analysis of Universal Childcare: Lessons from a Canadian Reform" – **Sébastien Montpetit** (University of Warwick)
- February 24th: "Committee Deliberation and Gender Differences in Influence" – **Amelie Schiprowski** (University of Bonn)

Our upcoming seminars include:

- March 18th: "Managers and the Cultural Transmission of Gender Norms" – **Virginia Minni** (Chicago Booth)
- March 31st: "Disconnecting Women: Gender Disparities in the Impact of Online Instruction" – **Ulf Zoelitz** (University of Zurich)

Joint Webinar Series with World Bank ECA Gender Innovation Lab

As part of our growing collaboration between the World Bank's Europe and Central Asia Gender Innovation Lab (ECA GIL), we run webinar series bringing together researchers and policymakers to discuss cutting-edge evidence on gender equality and labor markets. The series aims to strengthen dialogue between frontier research and policy practice, with a focus on how rigorous evidence can inform operational and policy decisions in Europe and Central Asia and beyond.

The joint webinar series takes place monthly and online only. The format of each session will include 30 minutes of research presentation, 15 minutes of policy discussion by a World Bank Task Team Leader, and 15 minutes of Q&A.

This month we held the following seminar:

- February 26th: "Female Role Models and STEM Pathways" – Speaker: **Justus Bamert** (Princeton University)

Our upcoming seminars include:

- March 11th: "Domestic Labor, Gender Norms, and the Invisible Load" – Speaker: **Gözde Çörekcioglu Ishakoglu** (Ozyegin University)
- April 22nd: "Firm-Level Gender Wage Gaps" – Speaker: **Marco Palladino** (Banque de France & Sciences Po)
- May 27th: "Women's STEM Enrollment in Uzbekistan" – Speaker: **Dilnovoz Abdurazzakova** (Central European University)

3rd Annual Gender Workshop at LSE

We are very pleased to invite you to the third edition of the Gender Workshop, jointly organized by LSE WISSPR, Bocconi AXA Gender Lab, and the Inequality Cluster at NYU Abu Dhabi.

The workshop aims to advance rigorous, policy-relevant research on gender inequalities by creating a focused forum where senior and junior scholars engage directly on methods, evidence, and mechanisms.

Despite major policy attention, gender gaps in labor markets, education, and household decisions remain persistent. Progress requires sustained dialogue across fields and generations of researchers.

The program covers hiring and job search, workplace sexual harassment legislation, education, family formation, and policy design. Speakers include Sonia Bhalotra, Teodora Boneva, Kristiina Huttunen, Claudia Hupkau, Serena Trucchi, Max Thon, and Roland Rathelot.

The event is open to the public, with both in-person and online attendance available (full-day or by session). Registration is required: register here to join online, or here to attend in person.

Meet with Us

In January, **Marta Marszalek** (SGH Warsaw School of Economics) presented her research on valuing unpaid household production in Poland, drawing on over a decade of work with time use survey data and her experience developing the Household Production Satellite Account at Statistics Poland.

We are always happy to host our colleagues and foster insightful discussions.

CONTACT US:

If you have any questions about our research or if you would like to know more 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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