



**POLITECNICO**  
MILANO 1863

## Supervisor Expression of Interest MSCA-IF Marie Sklodowska Curie Action-Individual Fellowship 2019

<b>Supervisor name:</b>	Prof.ssa Cristina Rossi Lamastra (supervisor) Prof.ssa Mara Tanelli (co supervisor)
Email address:	cristina.l.rossi@polimi.it , <a href="mailto:mara.tanelli@polimi.it">mara.tanelli@polimi.it</a>
Department Name: Research topic: ( <a href="https://www.polimi.it/en/scientific-research/research-at-the-politecnico/departments/">https://www.polimi.it/en/scientific-research/research-at-the-politecnico/departments/</a> )	DIG Department of Management, Economics and Industrial Engineering (DEIB) Gender issues and gender policies in male-dominated industries
MSCA-IF Research Area Panels	<input type="checkbox"/> CHE_Chemistry <input type="checkbox"/> <b>ECO_Economic Sciences</b> <input type="checkbox"/> ENG_Information Science and Engineering <input type="checkbox"/> ENV_Environmental and Geosciences <input type="checkbox"/> LIF_Life Sciences <input type="checkbox"/> MAT_Mathematics <input type="checkbox"/> PHY_Physics <input type="checkbox"/> <b>SOC_Social Sciences and Humanities</b>
Politecnico di Milano Areas:	<input type="checkbox"/> Cultural Heritage <input type="checkbox"/> Smart Cities <input type="checkbox"/> Territorial Fragilities <input type="checkbox"/> Health <input type="checkbox"/> <b>Industry 4.0</b>
Brief description of the Department and Research Group (including URL if applicable):	Prof. Rossi Lamastra from the DIG department will represent the research group for Entrepreneurship & Innovation and thus provide the knowledge of the conceptual models as well as their implementation and empirical testing in various settings. The cooperation with Prof. Tanelli from the DEIB department will be specifically tailored to combine qualitative and quantitative methods to make the results objective and verifiable.



<p><b>Brief project description:</b> <b>(max 1 page)</b></p>	<p>Both the academic and the practice-oriented literature host a recent debate on the challenges that women face when working in male-dominated industries and occupations (i.e., industries and occupations where the presence of men is much higher than that of women). These industries include, for instance, aerospace, automotive, logistics and transportations, construction, and mining (<a href="http://www.catalyst.org">www.catalyst.org</a>). Occupational segregation by gender poses severe challenges to the functioning of firms operating in these industries. These challenges manifest along all the corporate layers from the top level of boards and top management teams to the shop floor level of blue collars. As a matter of that, evidence exists that the presence of few women among top executives and directors reduces the efficiency and the effectiveness of strategic decision-making processes. At the shop floor level, segregation by gender negatively affects task-specific performance, possibility of job rotation and reskilling. Overall, it is estimated that job segregation causes firms sizable economic losses (also because the negative image return on corporate social responsibility) and may even shape industry evolutions. The present aims to examining the issue. We envisage the following steps</p> <ol style="list-style-type: none"><li>1. We will review the academic and practitioners literature on the challenges posed by the scant female presence in male-dominated industries in order to have a clear view of the main areas of investigations</li><li>2. We will measure the phenomenon and its evolution in Europe, using data analytic techniques to enrich extant database (e.g., Orbis) with data on female presence in top management teams and board of directors of European firms</li><li>3. We will assess its impact on firm- (and industry-level performance), e.g., in terms of growth in size, employment, profits, innovation performance</li><li>4. We will use data analytics techniques for scouting secondary sources (e.g., firms' organizational communications) for collecting and analyzing data on firms' adoption of affirmative actions and policies for reducing gender occupational segregation. Then, we will explore the effects of these policies posing particular attention to their alleged distortionary effects.</li></ol> <p>Point 1-4 will be preceded by exploratory analyses of the challenges posed by gender occupational segregation to be conducted doing focus groups with managers of firms in industries where awareness of the problem is raising and project researchers have both personal and institutional contacts (e.g., aerospace and logistics and transportation).</p>
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