



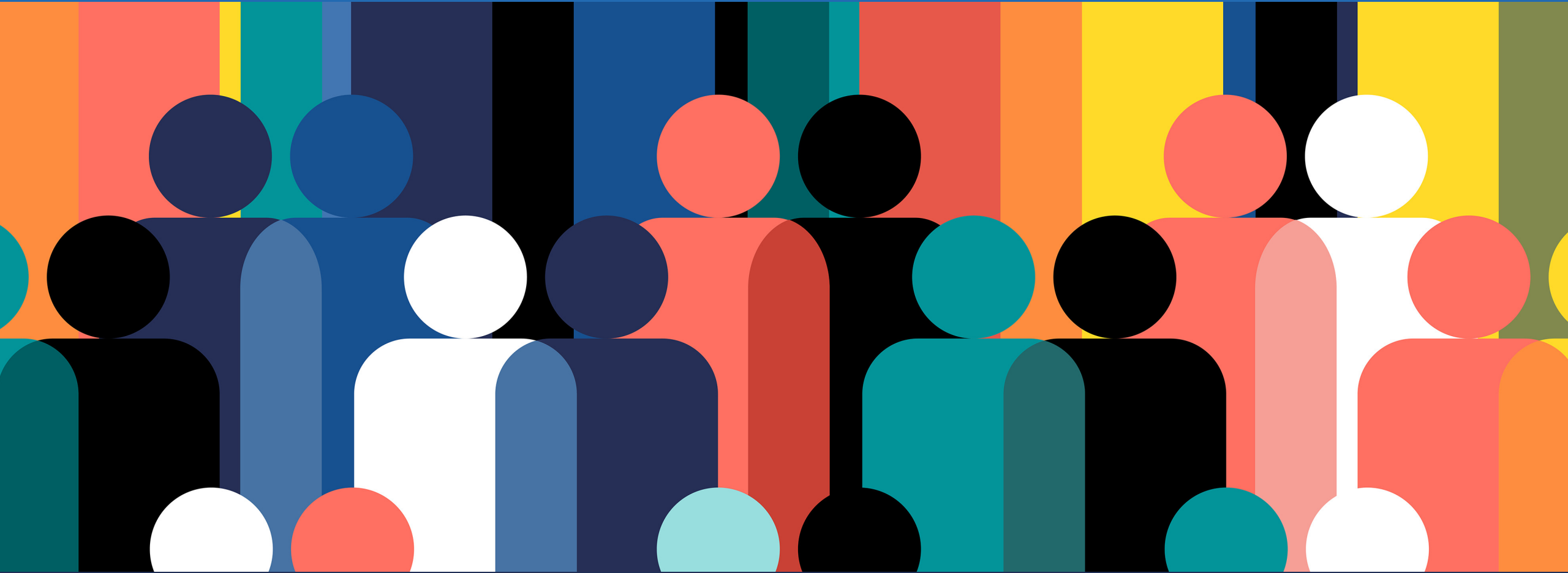
Finanziato
dall'Unione europea
NextGenerationEU



Ministero
dell'Università
e della Ricerca



Italia domani
PIANO NAZIONALE
DI RIPRESA E RESILIENZA



Inequality, Inclusion and Career Paths

Chiara Serra – Social Inclusion Lab, Università Bocconi

What is the Social Inclusion Lab?

A cross departmental research lab

9 faculty members, 2 postdoc, 3 RA, 2 junior interns

The SI Lab's mission:

- Promoting social inclusion through research that addresses concrete challenges to make an impact on our local communities.
- Investigating inequality and social exclusion from multiple angles leveraging on an interdisciplinary approach.
- Accessing and analysing existing data with innovative perspectives and collecting new ones to develop strategies that promote social inclusion and address rising inequalities.

What does the Social Inclusion Lab do?



MONITORING indicators of inclusion and inequality at the neighborhood level in Milan



RESEARCH of different dimensions and drivers of social exclusion and solutions to address them

What does the Social Inclusion Lab do?



**MONITORING indicators
of inclusion and inequality
at the neighborhood level in Milan**

Monitoring indicators of inclusion and inequality at the neighborhood level in Milan

Inequalities in opportunities lead to inequalities in outcomes.

Social exclusion and inequality may manifest in different realms: education, the labour market, access to healthcare and services, including housing...

We are building neighbourhood-level database with:

- Objective measures of inequality and access to opportunities
- Subjective measures of social cohesiveness and inclusion (next!)

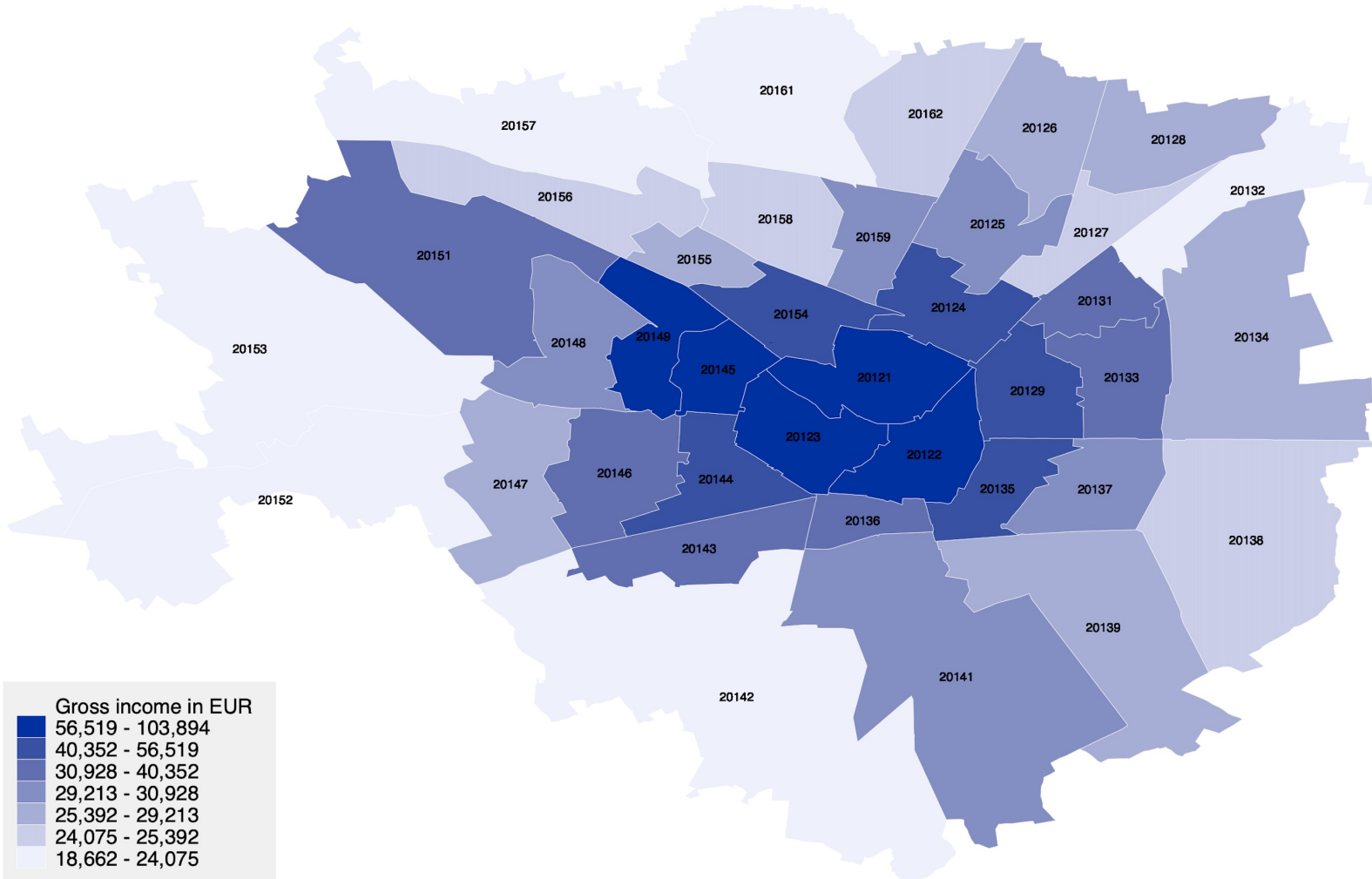
This allows to tackle questions such as:

What is the overall picture of urban inequalities in Milan?

What are the levels of social inclusion within and across neighbourhoods in Milan?



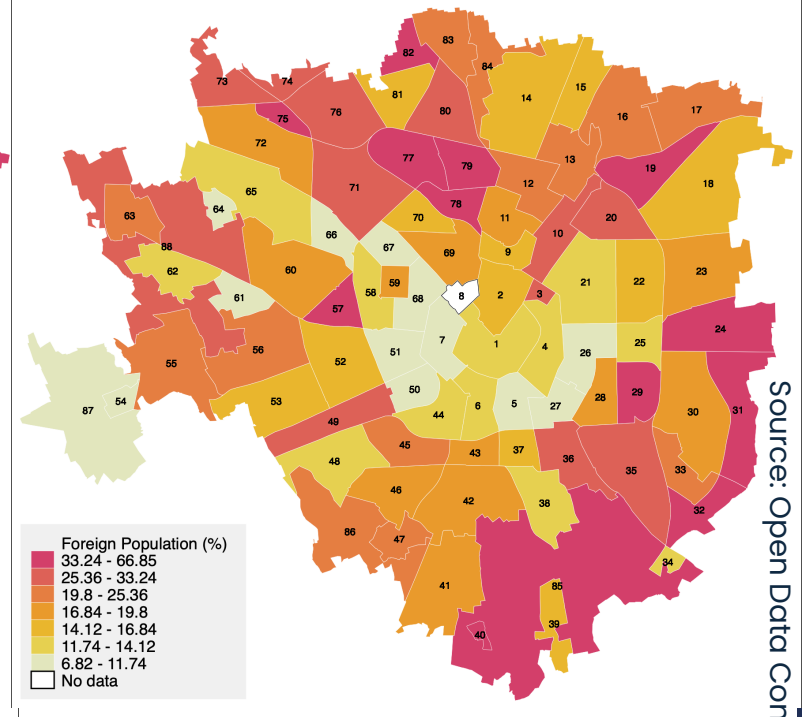
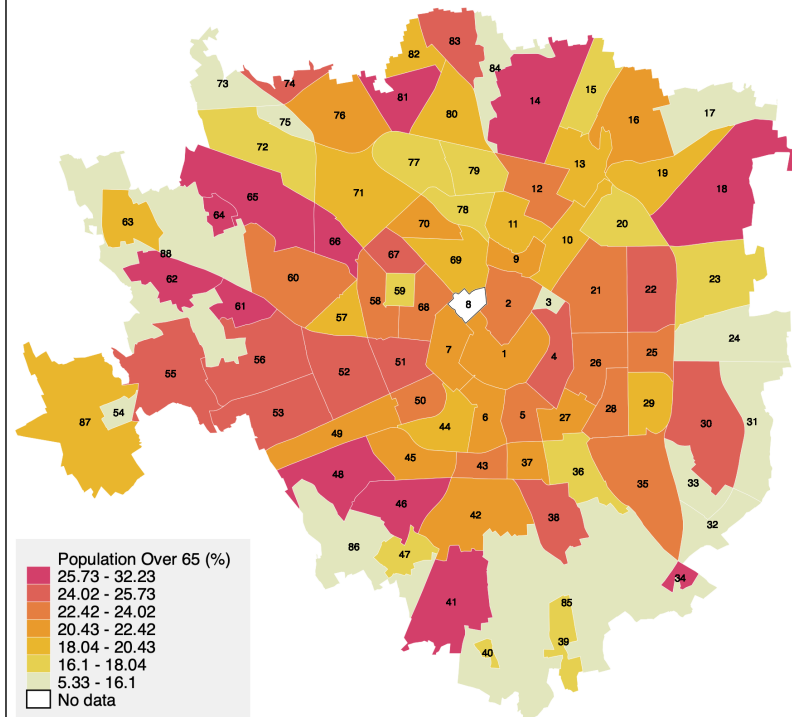
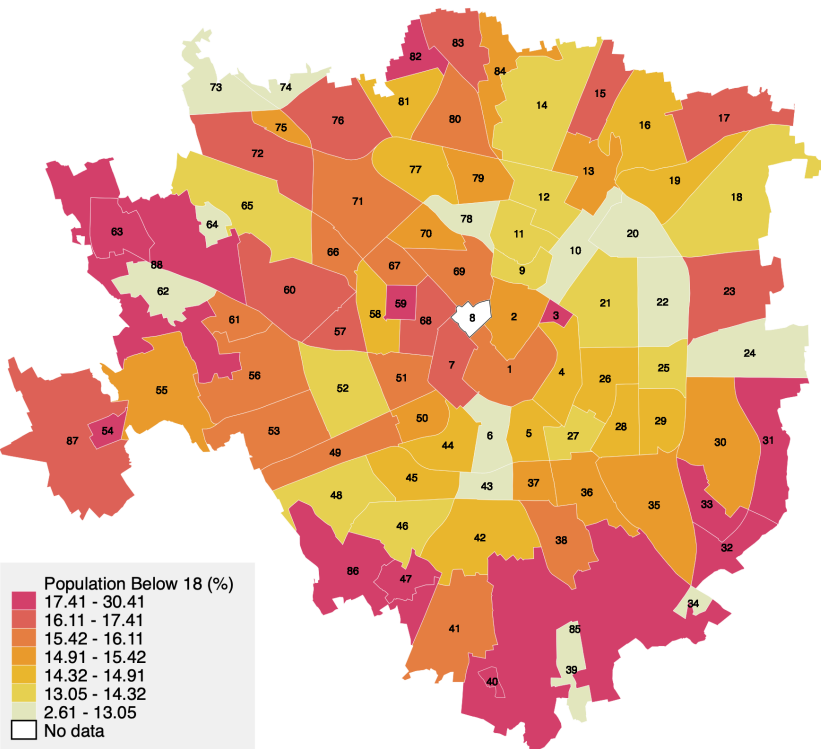
What is the overall picture of urban inequalities in Milan?



Is it just about income?

Source: Ministero dell'Economia e delle Finanze (MEF)

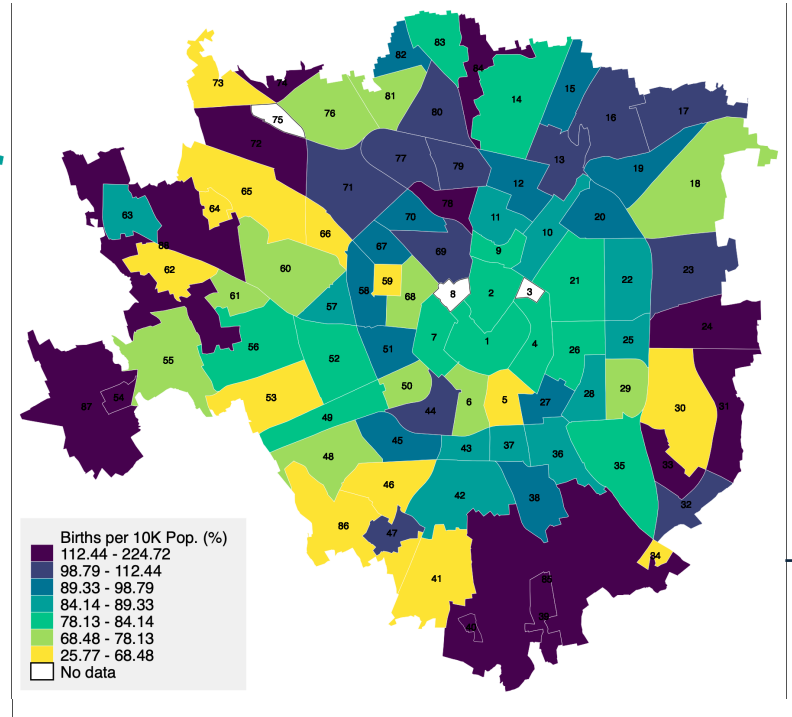
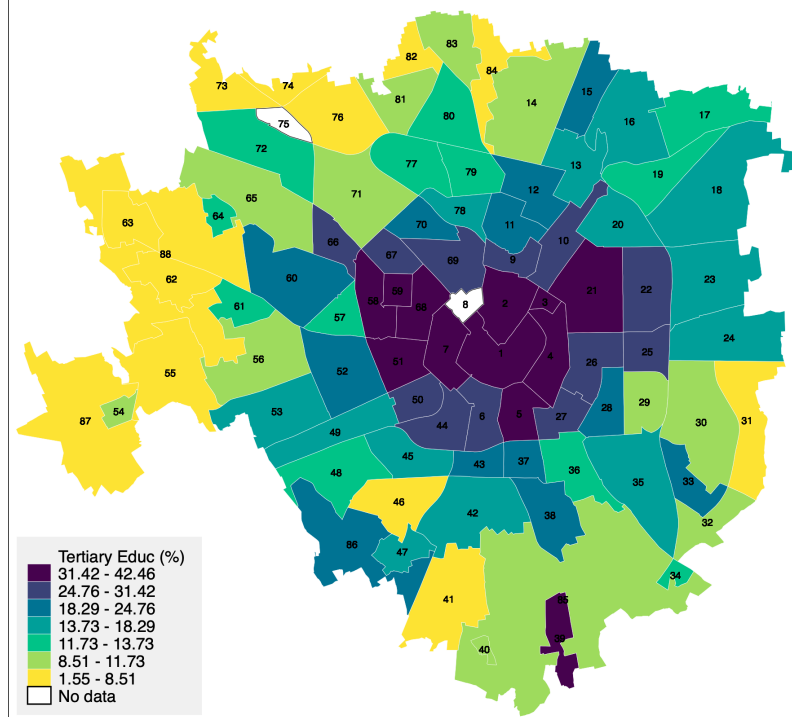
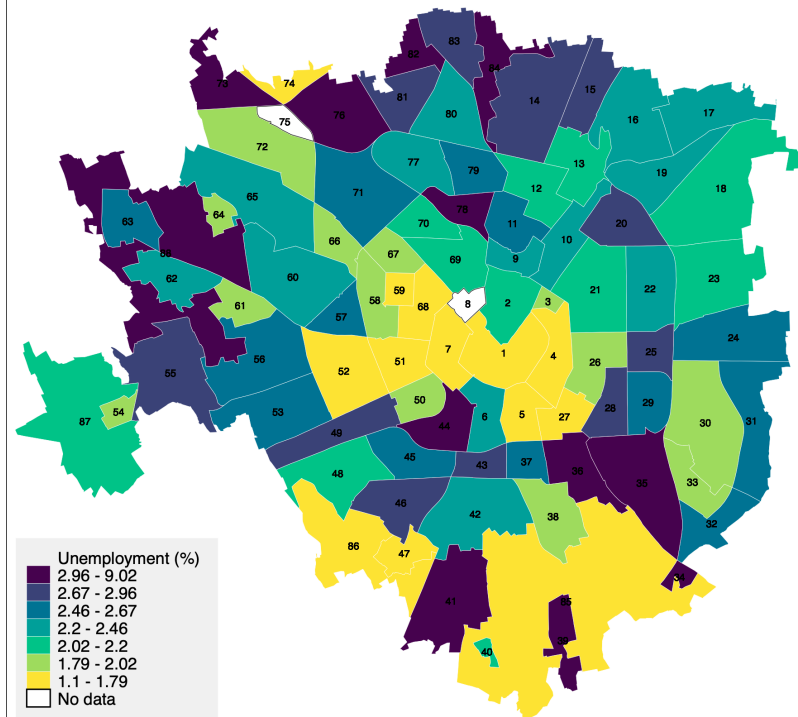
What is the overall picture of urban inequalities in Milan?



Different populations

Source: Open Data Comune di Milano

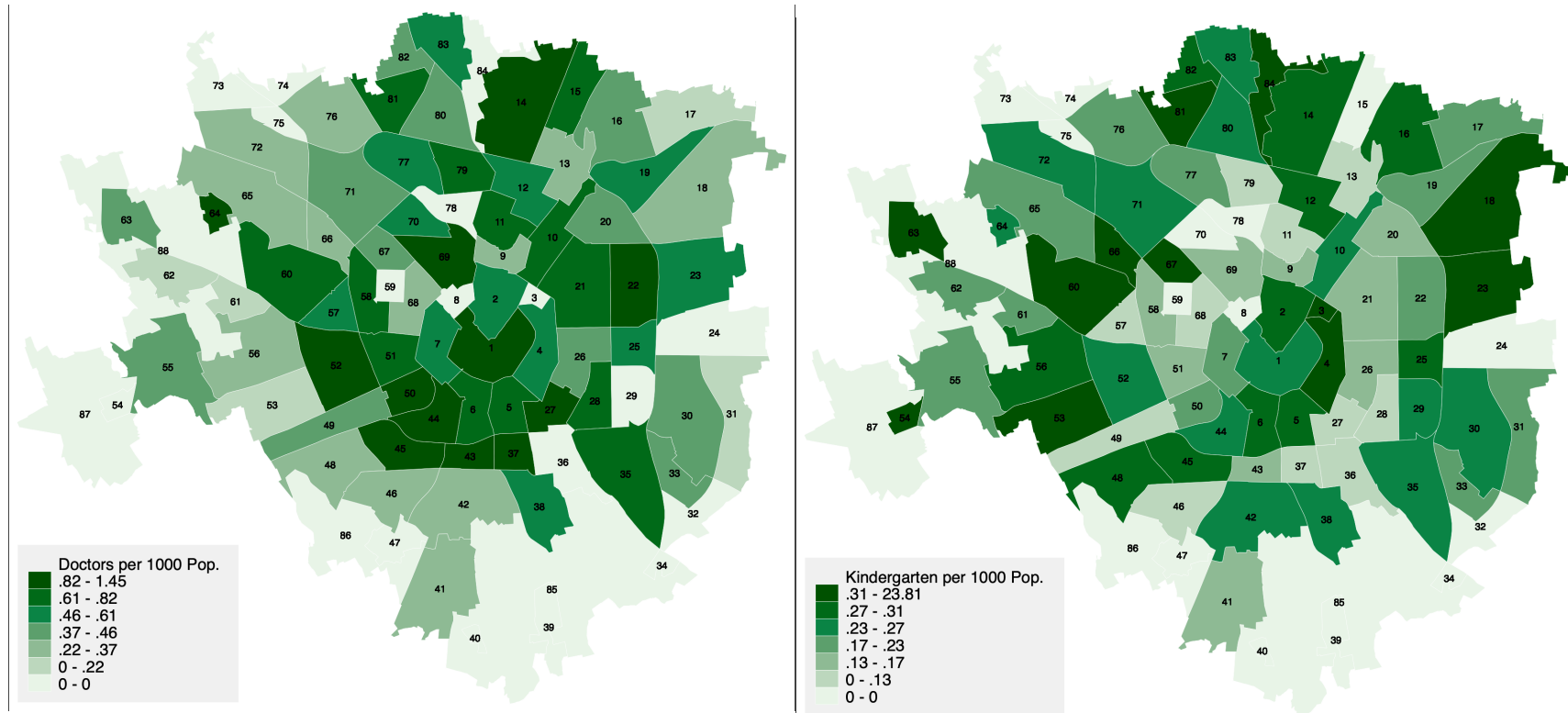
What is the overall picture of urban inequalities in Milan?



With different characteristics

Source: Census - Open Data Comune di Milano

What is the overall picture of urban inequalities in Milan?



What about services?

Source: Open Data Comune di Milano



This is a tool we believe could serve researchers and decision makers!

We can make several considerations, e.g.:

Is services availability income-driven or need-based?

- Services do not always reflect the needs of the residents
→ do we need to recalibrate the supply of services?
- Service availability correlates with income
→ a source of reinforcing inequalities?

What does the Social Inclusion Lab do?

RESEARCH of different dimensions and drivers of social exclusion and solutions to address them

Research of different dimensions and drivers of social exclusion and solutions to address them

Aspirations and choices

What is the most effective methods to help middle school students make informed decisions about their choices?



Trust and attitudes

Do individuals display different levels of trust depending on the visible characteristics of their counterpart?



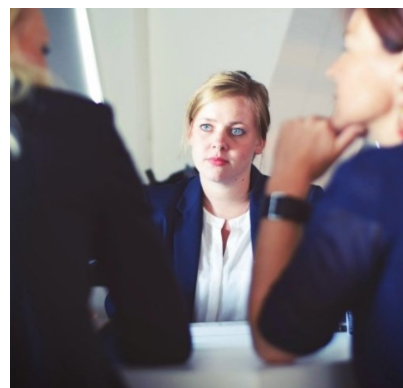
From schools to labour market

How can we facilitate the transition of vocational school students from their school to the labour market?



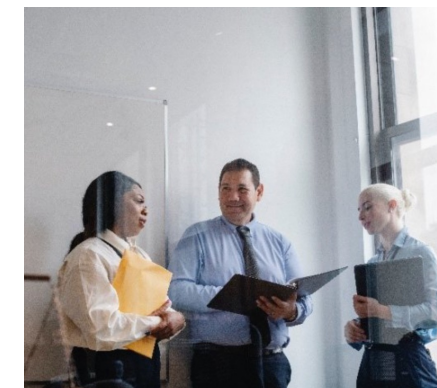
Hiring in university

Is there evidence of biases in hiring Universities? Does this lead to exclusion and under-representation dynamics?



Access to rights

How can we facilitate access to rights and services for the most vulnerable? How to activate university resources to respond to community needs?



Families and disability

How does children's disability affect fathers' and mothers' labour trajectories?

Data: INPS - matched employer-employee administrative data on the universe of workers in the Italian private sector in 2000-2019

Definition of disability: whether their parents ever receive a disability allowance (*indennità di accompagnamento*) in their name

Methods: matched event study comparison of parental career trajectories after the birth of a child with/without a severe disability



Families and disability

How does children's disability affect fathers' and mothers' labour trajectories?



→ We find a significant child disability penalty for mothers on:

- The probability of being employed (extensive margin)
- Earnings, number of weeks worked, and weekly wage (intensive margin)
- The probability of being a manager
- The number of sick leave events

15 years after births, mothers of children with a disability have a 15% lower labour income

→ Effects are long lasting, and seem to increase over time

→ Preliminary evidence suggests that there is substantial child disability-related extra-penalty for fathers as well



Finanziato
dall'Unione europea
NextGenerationEU



Ministero
dell'Università
e della Ricerca



Italia domani
PIANO NAZIONALE
DI RIPRESA E RESILIENZA



MUSA

Thank you for your attention!

**Check the SI Lab website to know more
and keep updated with our projects and events**



MUSA Societies

Innovation for Sustainable and Inclusive Societies