

# CONFERENCE « WOMEN AND GOVERNANCE »

Issues and Impacts of Women's Participation in Decisions of Public and Private Organizations.

**30<sup>TH</sup> November AND 1<sup>ST</sup> DECEMBER 2021, Lyon (France)**

Organised by:



Gender and Governance Action Platform  
(2GAP)



Communauté de Recherche Appliquée en  
Ecosystème Entrepreneurial (CREATE.Lyon)

Partners :



## What is the Impact of Women's presence in Organizational governance and decision making?

Recent guidelines pushed by legislative bodies and governance codes have sought to address the imbalance of gender representation on boards and management teams in most countries (Terjesen et al., 2015;Huang et al., 2020). Despite this development, however, women remain largely in the minority in the main corporate governance bodies and public organisations, and many obstacles remain to be overcome before true gender equality is achieved. (St-Onge et Magnan, 2013; Perryman et al., 2016; Brédart, 2020). The figures highlight a now familiar challenge: while the rate of board feminization has improved remarkably, women remain largely under-represented in executive management positions. Progress in changing this trend is crucial, but continues to diminish (Klettner et al., 2016; Boussard and Del Peso, 2020).

The issue of gender diversity in governance bodies has attracted the attention of many researchers in Management Sciences, as evidenced by the increase in academic work on the subject since the 1990s (Moreno-Gomez et al., 2018; Hoobler et al., 2018; Kirsch, 2018; Fernando et al., 2020). It is fundamental that the impact of this diversity on the performance of the company and the administration that should be questioned. The relationship between gender diversity and performance remains complex to demonstrate, and current research calls for an indirect analysis of the link between diversity and performance, through the influence of the presence of women in management teams on the overall management abilities of the team, its cognitive diversity, the degree of risk-taking in strategic and operational decisions. , respect for ethical principles or the application of principles of social responsibility (Isidro and Sobral, 2015; Gomez-Mejia et al., 2019; Fernando et al., 2020; Liu et al., 2020).

It is also interesting to question how women leaders are taking advantage of the financial ecosystem and the networks around them, including the ability to convince capital-providers, around the issue of gender homophilia influencing the ability of women-led public and private organizations to obtain funding which remains to be deepened (Snellman and Solal, 2020). Being a female leader remains associated with perceived inferior quality and the funder's implementation of different evaluation schemes (Balachandra et al., 2017; Bigelow et al., 2014; Kanze et al., 2018; Malmstrom et al., 2017).

Through the various sessions proposed in this conference "Women and Governance", we intend to contribute to the various debates on the aspect of gender in the governance of public and private organizations by demonstrating that women exert a greater influence than is generally accepted (Dezso and Ross, 2012; Huang and Kisgen, 2013; Palvia et al., 2015). We therefore expect exchanges in the various sessions to better understand the role of women in the decision-making process, but also to highlight levers, other than legal, that could be used to reduce gender inequalities and the precariousness of women in leadership positions (Ryan et al., 2007), to promote the integration of gender diversity at all levels of the organization (Paustian-Underdahl and al. , 2014).

More broadly, it is also the link between the diversity in the governing bodies of all organizations both (public and private) and the many societal changes we are experiencing today, which is also interesting to deepen. How does the feminization of management teams and councils help to understand major societal changes, such as reducing inequalities, social responsibility of organizations, issues of professional ethics, and overall the evolution of women's place in society?

This conference will be organized in Lyon and is a collaboration between several institutions: Create. Lyon (Magellan Research Centre), iaelyon School of Management (University Jean Moulin Lyon 3), 2GAP, AME. Its goal is to bring researchers and practitioners together to reflect on the following themes:

- The impact of gender diversity and the place of women in public and private sector governance.
- The impact of gender diversity and the place of women in art, sport, trade unions, associations.
- The impact of culture and stereotypes in the world on women's representation in governance bodies.
- Non-governmental organizations: women, peace and security fields.
- The characteristics and results of new mixed governance models: economic and social performance. New governance models, anti-stereotyping and good practices.
- Characteristics of women in governance participation: leadership and management type, decision-making, risk-taking, resilience and inclusion.
- Mixed decision-making: alignment of decision-making, alignment of stakeholders and decision, bias in decision-making, decision-making and sharing, measurement of the quality of decision-making.
- Women in the governance of large international companies, family-owned enterprises, SMEs, start-ups or innovative/technological SMEs.
- The impact of gender diversity and the place of women on executive committees and executive committees.
- The characteristics, roles and evolution of women entrepreneurs, entrepreneurs and women investors.

The sessions (Or tracks) will be offered during the two days of the conference in which researchers can position themselves according to their communication. The presentation of the themes will be submitted on the sites of create. Lyon and Magellan.

Beyond these themes, all contributions reflecting contemporary research on women and governance are also welcome. Particular attention will be paid to research on the place of women in the decision-making circles of public and/or governmental organisations.

This international conference will include plenary sessions, thematic sessions, roundtables and events promoting exchanges and discussions between practitioners and researchers (including the Evidence event organized by the Alliance for Mixed Enterprise (AME) on this occasion).

#### **Submission Process:**

All submissions may be submitted in French or English to the following address: [submission-femmesetgouvernance@univ-lyon3.fr](mailto:submission-femmesetgouvernance@univ-lyon3.fr) not later than **September 15, 2021** for articles and no later than **June 30, 2021** for abstracts (one page).

Two versions (PDF or Word) must be submitted: a full version of the article including the title, the names of the authors, their affiliation, their email address, a summary (150 words max.), keywords, the JEL classification and the address of the corresponding author, as well as an anonymized version in the format:

**“paper\_FirstAuthorSurname\_PaperTitle.pdf”** and **“paper\_Anonymous\_PaperTitle.pdf”**.

The scientific committee will communicate the final decision to the auteur.es from the **15th October 2021**.

The auteur.es presenting an article will be invited to discuss another article and /or chair a session.

#### **Note the important dates:**

Summary Submission: June 30<sup>th</sup>, 2021

Article submission: September 15<sup>th</sup>, 2021

Scientific Committee Opinion: October 15<sup>th</sup>, 2021

Conference registration: October 15<sup>th</sup> - November 15<sup>th</sup>, 2021

Conference dates: November 30<sup>th</sup> -December 1<sup>st</sup>, 2021

#### **Organisation Committee :**

Marie-Christine Chalus-Sauvannet, Professeure des Universités, iaelyon School of Management, Université Jean Moulin Lyon 3

Laurence Cohen, Maître de Conférences, iaelyon School of Management, Université Jean Moulin Lyon 3

Pauline Gibard, Doctorante,

Eunice Castant, Doctorante, Université Jean Moulin Lyon 3

## **Scientific Committee**

Véronique Bessière, Professeure des Universités, IAE de Montpellier

Kirsten Burkhardt, Maître de Conférences – HDR, IAE de Dijon

Vincenzo Capizzi, Full Professor, University of Piemonte Orientale (Italie)

Didier Chabaud, Professeur des Universités, IAE Paris-Sorbonne

Marie-Christine Chalus-Sauvannet,

Pénélope Codello, Professeure, HEC Montréal (Canada)

Laurence Cohen, Maître de Conférences, iaelyon School of Management, Université Jean Moulin Lyon 3

Grégoire Croidieu, Professeur, EM Lyon Business School

Bérangère Deschamps, Professeure des Universités, Université Grenoble Alpes, IUT Grenoble 2

Emmanuelle Dubocage, Professeure des Universités, Université Paris Est Créteil

Karima Gazouani, Enseignante-chercheuse, Université Mohamed V Rabat (Maroc)

Cécile Godé, Professeure des Universités, Université Aix-Marseille

Michel Kalika, Professeur émérite, iaelyon School of Management, Université Jean Moulin Lyon 3

Caroline Hussler, Professeur des Universités, iaelyon School of Management, Université Jean Moulin Lyon 3

Jean-Fabrice Lebraty, Professeur des Universités, iaelyon School of Management, Université Jean Moulin Lyon 3

Charlotte Le Chapelain, Maître de conférences – HDR, Université Lyon 3

Florence Noguera, Professeure des Universités, Université Paul Valéry Montpellier 3

Ewan Oiry, Full Professor, Université du Québec à Montréal (UQAM) (Canada)

Marielle Payaud, Professeure des Universités, Cheffe de Cabinet de l'Agence Universitaire de la Francophonie

Madina Rival, Professeure des Universités, Conservatoire National des Arts et Métiers (Cnam)

Aurélie Sannajust, Maître de Conférences – HDR, Université d'Aix-Marseille

Martine Séville, Professeure des Universités, Université de Lyon, Lyon 2

Christine Teyssier, Maître de Conférences, IAE de Saint-Etienne, Université de Saint-Etienne

Elisa Ughetto, Associate Professor, Politecnico di Torino (Italie)

Peter Wirtz, Professeur des Universités, iaelyon School of Management, Université Jean Moulin Lyon 3

## Registration Fees

The preferential rate is 200 Euros until October 25th included. After this date, it will be 300 Euros. These rates include conference registration, coffee breaks, lunches and gala meals.

If you wish to be accompanied at dinner, it is possible to get information at the time of registration and an accompanying rate will be associated with the registration.

For doctorants, the fare is 100 Euros.

## Publications associated with the conference

A selection of articles presented at the conference will be considered for publication in:

- A collective work
- A White Paper on extension
- A special issue of Venture Capital magazine and two other special issues (ongoing from classified journals).

The final programme of the conference will be sent to participants and will soon be visible on the [Create.Lyon](https://www.create.lyon.fr) website (<https://www.create.lyon.fr>) as well as the entire communication and information regarding the session themes.

For more information and requests, please contact: [pauline.gibard@univ-lyon3.fr](mailto:pauline.gibard@univ-lyon3.fr)

More information is available on the AME website and the 2020 conference on **Gender Equality: The feminization of ComEX**, available via the following links:

<https://ame-association.fr/2020/11/19/evidences-2019/>; and to the book, please: [Click here](#)