



Women and Finance

Academic Workshop

Paris, September 6, 2023

The issue of women's economic empowerment has gained significant attention in recent years. However, despite progress in gender equality, women continue to face numerous challenges in accessing leadership positions in the corporate sector, in particular in banking and financial institutions. This workshop aims to bring together scholars, practitioners and policymakers to discuss and exchange ideas on the state of women's empowerment in finance. We will explore the barriers that women face in accessing top positions in finance, including social norms, and discuss existing levers to make progress toward gender equality. Particular attention will be paid to women empowerment in corporate governance (as directors or executives) and in the mutual fund industry. By the end of the workshop, we hope to have gained insights into the challenges and opportunities for enhancing women's access to top positions in finance, and identifying strategies for promoting women's economic empowerment.

This one-day workshop brings together senior and junior researchers in economics, history and sociology, but also practitioners and regulators; it includes eight academic presentations, organized in two sessions, and a roundtable.

Women and Finance

Welcome Coffee (from 8:30 am)

Introductory speech

- 09:00-09:20: Agnès Bénassy-Quéré (Sous-gouverneure de la Banque de France)

Session 1: Women in leadership positions

Chair: Christophe Moussu (ESCP Business School)

- 09:30-10:30: Renée Adams (Saïd Business School, University of Oxford): *keynote speech*
Discussant: Elena Stancanelli (Paris School of Economics)
- 10:30-11:00: Caroline Raskopf (University Paris Dauphine, PSL): *Women directors and E&S performance: Evidence from board gender quotas* (with Edith Ginglinger)
Discussant: Thomas David (ESCP Business School)

Coffee Break

Chair : TBA

- 11:15-11:45: Antoine Rebérioux (Université Paris Cité, LADYSS): *Gender equality within boards: Comparing quota and soft law* (with Sophie Harnay, Fabienne Llense and Gwenaël Roudaut)
Discussant: Thomas Breda (Paris School of Economics)
- 11:45-12:15: Annalisa Tonetto (Cambridge Judge Business School): *Busy female directors*
Discussant: Caroline Perrin (EM Strasbourg Business School)
- 12:15-12:45: Anne Revillard (LIEPP, SciencesPo): *Gender quotas: An interdisciplinary scoping review* (with Yasmine Tuffy)
Discussant: Gwenaël Roudaut (Cour des comptes)

Buffet Lunch

Session 2: Women in the finance industry

Chair: TBA

- 14:00-15:00: Alexandra Niessen-Ruenzi and Stefan Ruenzi (Universität Mannheim): *Fearless girls – (perceived) challenges of women in the finance industry*
Discussant: Christophe Moussu (ESCP Business School)
- 15:00-15:30: Johanna Gautier Morin (European University Institute): *Women, Money, and Power: Gender Mainstreaming in International Financial Institutions*
Discussant: Yamina Tadjeddine (U. de Lorraine, Beta)
- 15:30-16:00: Gunther Capelle-Blancard (Université Paris 1 Panthéon Sorbonne, CES): *Does it pay to be gender friendly? Evidence from Portfolio Strategies* (with Adrien Desroziers, Veasna Khim and Antoine Rebérioux)
Discussant: Stefan Ruenzi (Universität Mannheim)

Coffee Break

16:30-18:00: Roundtable: “How to improve gender equality in finance?”

- Renée Adams (Professor, Saïd Business School, University of Oxford)
- Maya Atig (DG Association Française des Banques)
- Anne Boring (Professor, Erasmus University Rotterdam, LIEPP)
- Gwenola Chambon (CEO Vauban Infrastructure Partners)
- Aurore Lalucq (Member of the European Parliament)

Organizers:

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Venue:

University Paris 1 Panthéon-Sorbonne
Room 1
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Participation at the conference is free, but places are limited.

Registration is compulsory: kareen.illiade@univ-paris1.fr

Partners:

