Niccolò Cusano University and the Scientific Observatory on gender issues “Ipazia” are pleased to announce their joint event on the theme “Culture and gender issues”. Ipazia, Scientific Observatory on Gender Issues, was founded with the purpose of outlining a comprehensive and constantly updated research, services, and projects of all initiatives related to women at the local, national and international level.

In order to achieve this objective the Observatory aims to implement gender studies, to organize and promote initiatives of scientific interest (workshops, seminars, conferences, studies, science labs) on issues concerning gender studies in interdisciplinary.

CONFERENCES OBJECTIVES
The workshop aims to analyze the economic-statistical scenarios but also legal, historical-political, socio-psychological area that exist in Italy and in Europe in order to create an interdisciplinary network of scholars on gender issues.

REVIEW PROCESS AND PUBLICATION PLAN
The papers submitted will follow a double blind peer review process and those selected will be invited for presentation during the parallel sessions. The workshop will involve several national and international academics, including the members of the Scientific Committee. A selection of best papers presented during the “4rd Workshop on gender: Culture and gender issues” is expected to be published in a special issue of journal on gender or other journal inherent individual areas of study. The other papers presented will be subject to a publishing anthologies of the conference proceedings.

PAPER SUBMISSION GUIDELINES
Abstract submission deadline: 13 December 2017
Full paper submission deadline: 1 February 2018

All papers will have a discussant. Please note that each author can present only one paper. Each presentation will be allocated in a 25 minutes slot - this will allow for 15 minutes to present plus 10 minutes questions and answers. Data projection and overhead projectors will be provided as standard in each session. We use the Microsoft PowerPoint as the standard software. Both .ppt/.pptx versions are
compatible with the software we use. You can bring your files on any kind of USB storage device or send it to us in advance. However please ensure the version of software is compatible with Win OS. If you decide to send us your presentation in advance, we'll make sure that the presentation will be uploaded to the conference computer before the conference starts. We kindly ask you to bring the backup copy of your presentation.

Full paper manuscripts should include:
- Cover sheet - including title, name, affiliation, address and email address for each author, indicating the corresponding author
- Short Structured Abstract - abstract must be structured in following paragraphs: Purpose - design/Methodology/Approach Originality/Value – Practical Implications
- Keywords - max 5 keywords
- Paper type - indicate if your manuscript is Academic research paper or Practical paper
- Text, acknowledgements, tables and figures (included in the text)
- References

Max length of the entire manuscript (including abstract, keywords, references, tables and figures) is 5000 words.

You can submit your paper specifying your track choosing from the following to workshopongenderipazia@gmail.com or you can write directly to scientific director of observatory Prof. Paola Paoloni (paola.paoloni11@gmail.com).

**TRACK ISSUES**

1) Women in Academia and in the University contexts: A trans-disciplinary approach

The purpose of this track is to analyze women’s role in Academia and the University contexts and the relationships between women and men with respect to governance, scientific and carrier processes. The topic aims to enhance the research field about gender issues in Academia by promoting the submission of papers both empirically and theoretically grounded. Conceptual paper, as well as case-studies, that embrace diverse methodologies, using diachronic perspectives, different disciplinary sides and combine two or more disciplinary perspectives, are welcome. Moreover, proposals from both academics and practitioners, as well as comparative analyses of different countries are appreciated. Topics included within the track can cover – although will not be limited to – the following issues:

- Women in Academia corporate governance;
- Women in Academia in different countries;
- Women scholars career and crystal cliff;
- Women and universities planning;
2) Gender issues, Corporate Social Responsibility and reporting
Several ideas, concepts and recommendations for improving corporate reporting have risen over the past two decades. The importance of companies providing more nonfinancial information (Eccles et al., 2011) has been recognized by all different approaches to communicate a fair picture of current and future business activities. Gender-related information has been considered into the more general topic of diversity by the European Commission that requires all European large companies and groups to disclose non-financial and diversity information by the fiscal year 2017 (EU/95/2014). Moreover, stock markets and investors are encouraging listed companies to adopt diversity objectives and policies to support gender equality in workplace recommending the reporting on different diversity metrics (www.SSEinitiative.org). The shift from voluntary to mandatory disclosure on gender information can influence not only corporate financial performance but also social or environmental performance. That said, gender disclosure can be useful to enhance Corporate Social Responsibility and to legitimize business activities to firm’s stakeholders.

This track tries to attract attention from academics and practitioners and both empirical and conceptual papers are welcome in order to investigate different issues that can include (but they are not limited to) the following:

- Gender issues and nonfinancial information: voluntary versus mandatory disclosure;
- Gender-related information and international regulations or best practices;
- Gender disclosure indicators and information quality;
- Gender issues in sustainability and integrated reports;
- Gender-related information and corporate governance disclosure;
- Gender-related information and financial performance;
- Gender-related information and social/environmental performance;
- Gender and Corporate Social Responsibility practices;
- Gender, sustainability and Sustainable Development Goals (SDGs), in particular SDG 5 Gender Equality.

3) Woman in business and female entrepreneurship
The purpose of this track is to examine the point of convergence among entrepreneurship organizations, relationship, creativity and culture from a gender perspective in woman in business. So far the male perspective has been widely dominant inside organizations; however, the extant literature has identified the existence of some differences between men and women entrepreneurs in terms of propensity to innovation, approach to creativity, decision making, resilience, creativity and co-creation. We wonder if
these differences may affect women’s approach towards information and communication technologies, the new knowledge architecture and the fundamental features to cope with the increasing complexity and turbulence of today’s business landscape.

The topic aims to contribute to research into gender issues in woman in business and female entrepreneurship by encouraging the submission of empirical or conceptual papers that can adopt diverse research methodologies and draw from different theoretical streams and disciplines. We welcomes proposals from both academics and practitioners in interdisciplinary lens. We also welcome comparative analyses of different countries or approaches to gender in organizations specifically we:

- Female entrepreneurship
- Corporate governance
- Relational capital
- Glass ceiling
- Women in business and social media

4) Women in Family Business

Family firm is the oldest business model and continues to be a dominant organizational form all over the world. Family businesses are deeply characterized by the interaction of the family and the business, two systems that are highly interconnected and influencing each other.

According to Ridgeway (2011), gender effects are especially noticeable in the spheres of work and home, which are the main domains of family businesses. In fact, traditional gender-based family roles and rules are often reproduced in the business affecting the status of women involved in the firm.

Consequently, gender represents a highly topical issue in the family business research, particularly in the age of growing women’ involvement in the ownership, management and leadership of family firms.

However, only few scholars have started to deal with this topic and important gaps in the literature persists. Several authors (Hytti, Heinonen, 2011; Hytti et al 2016; Nelson and Constantinidis, 2017) pointed out that a male perspective still prevails and call for further research in order to better understand how women’s participation in the ownership, management and leadership of family business may influence its behaviors, goals, resources, strategies and performance.

This track encourages submission from academics and practitioners, which addresses these topics also adopting different theoretical perspective and disciplines. Both empirical and conceptual papers based on diverse research methodologies are welcome in order to shed light on our latest understanding of women in family business.

In this perspective, topics of particular interest include (but they are not limited to) the following:

- Female-led family businesses
- Copreneurships and gender dynamics;
- Gender and leadership in family businesses;
• Gender and family business performance, innovation, internationalization and growth;
• Matriarchal succession;
• Gender and succession process in family firms;
• Gender and culture in family firms;
• Gender identity construction within family firms;
• Gender stereotypes in family business context;
• Gendered methodological challenges in researching family firms.

REGISTRATION
The 4nd Workshop on gender: Culture and gender issues is free of charge. However, due to limited capacity, registration is required, via e-mail to workshopongenderipazia@gmail.com no later than 25 February 2018. Details of the program will be available on the web site fifteen days before the meeting.

Important Date
Abstract submission deadline: 13 December 2017
Acceptance notification to authors: 23 December 2017
Full paper submission: 1st February 2018
Registration deadline: 20 February 2018
Conference sessions: 9 March 2018

Scientific Committee
Prof.ssa Paola Paoloni Scientific Director of “Ipazia”
Prof. John Dumay (Macquarie University, Sydney)
Prof. ssa Anne Jeny (ESSEC Business School, Paris)
Prof. Fabio Fortuna (Dean of Niccolò Cusano University)
Prof.ssa Paola Demartini (Roma Tre University)
Prof.ssa Francesca Maria Cesaroni (Urbino University)
Prof.ssa Federica Doni (Milano Bicocca University)
Prof.ssa Annalisa Sentuti (Urbino University)
Prof.ssa Mara del baldo (Urbino University)
Prof.ssa Rosa Lombardi (Sapienza University)
Prof.ssa M. Gabriella Baldarelli (Bologna University)

PROGRAMM
Work in progress

CONTACTS
Via don Carlo Gnocchi, 3 – 00166 Roma
paola.paoloni11@gmail.com
4th WORKSHOP on gender:
Culture and gender issues

Sessione plenaria

Ore 10.15 - APERTURA LAVORI E SALUTI
Prof. Fabio Fortuna, Magnifico Rettore Università Niccolò Cusano

Ore 10.30 - INTRODUZIONE E COORDINAMENTO LAVORI
Prof.ssa Paola Paoloni, Responsabile Scientifico dell’Osservatorio sulle Questioni di Genere “Ipazia”

Sessione istituzionale

Ore 11.00 - ESPERIENZA IMprenditoriale
Dott.ssa Alessandra Colonna (Managing Partner di Bridge Partners)

Ore 11.20 - ESPERIENZA ASSOCIAZIONI/ORGANIZZAZIONI/FONDAZIONI
Dott.ssa Marcella Mallen (Presidente Prioritalia)

Ore 11.40 - ESPERIENZA ISTITUZIONALE
Dott.ssa Amelia Laura Crucitti (Dirigente Regione Calabria –Stati Generali delle Donne)

Sessione scientifica

Ore 12.00 - LA GOVERNANCE E LE QUOTE ROSA: LO STATO DELL’ARTE.
Prof. Mauro Paoloni (Università di Roma Tre)

Ore 12.20 - CHE COSA È IL LAVORO? QUALCHE RISPOSTA IN PROSPETTIVA STORICA E DI GENERE
Prof.ssa Raffaella Sarti (Università di Urbino)

La partecipazione al workshop è gratuita. È gradita ma non obbligatoria la prenotazione.
Per info contatti@unicusano.it  www.unicusano.it  www.questionidigenere.it
**TRACK ISSUES**

Women in Academia and in the University contexts: A trans-disciplinary approach  

**AULA A**

**Chair: Silvio Berardi**  
**Ore 14.30-16.15 – Proff. M.G. Baldarelli – M. Ridolfi (Discussant)**

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<td>G. Vincenti (Università Niccolò Cusano)</td>
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| Positive, Negative or Missing Mentoring in Academic Accounting Career? | B. Siboni (Università di Bologna)  
P. Rignanese (Università di Bologna)  
G. Galizzi (Università di Bergamo) |
| Toward the Theory of Enterprise: dialogue between Business and Economics Women Scholars | M.G. Baldarelli (Università di Bologna)  
A. Cosentino (Università di Roma “La Sapienza”)  
M. Del Baldo (Università di Urbino)  
A. Magistro (Università di Roma “La Sapienza”) |
| Simone Weil, Hanna Arendt, Simone de Beauvoir. How the thinking of three philosophers became institutional and influential outside and inside academic context. | A. Velardi (Università di Messina) |

**Chair: Silvio Berardi**  
**Ore 16.30-18.00 – Proff. Mara Del Baldo – M. Ridolfi (Discussant)**

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<td>Women’s visibility among “the governance” of accounting scientific journals. Evidence from an empirical research</td>
<td>M. Del Baldo (Università di Urbino)</td>
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<td>Gender differences in intellectual capital research: An exploratory study</td>
<td>S. Poli, S. Chiucchi, M. Giuliani (Università Politecnica delle Marche)</td>
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**Gender issues, Corporate Social Responsibility and reporting**

**AULA B**

Chair: Carlo Drago

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| **Renewable Energy Microfinance for Gender Empowerment** | C. Drago (Università Niccolò Cusano)  
A. Gatto (Università di Napoli Parthenope) |
| **The presence of female directors on boards. An empirical investigation about its effects on CSR** | D. Coluccia, S. Solimene, S. Fontana (Università di Roma “La Sapienza”) |

Chair: Carlo Drago

**Ore 16.30-18.00 - Prof.ssa F. Doni – Discussant**

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<td>L. Pulejo, V. Naciti, R. Coppolino (Università di Messina)</td>
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| **Can gender diversity disclosure influence corporate financial and environmental performance? empirical analysis on european companies** | F. Doni (Università Milano Bicocca)  
P. Paoloni (Università Niccolò Cusano) |
## TRACK ISSUES
### Woman in business and female entrepreneurship

**AULA C**

### Chair: M. Valeri

**Ore 14.30 - 16.15 - Prof.ssa Rosa Lombardi – Discussant**

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### Chair: Marco Valeri

**Ore 16.30 - 18.00 - Prof.ssa Paola Demartini – Discussant**

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| Social Media as a new opportunity for female entrepreneurs: an analysis of fashion industry | R. Trequattrini, S. Manfredi  
A. Lardo, B. Cuozzo (Università di Cassino)                              |
| Women Entreprises, Relational Capital and Strategy: A case study      | P. Paoloni (Università Niccolò Cusano)  
R. Lombardi (Università di Roma “La Sapienza”)                          |
| Women in management in the sector of immigrants: Italian case studies | P. Paoloni, M. Valeri (Università Niccolò Cusano)                                              |
TRACK ISSUES
Woman in Family Business and female entrepreneurship
AULA D

Chair: G. Serafini
Ore 14.30 - 16.15 - Prof.ssa A. Sentuti – Discussant

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<td>Interlocking Directorship Networks and Gender: a Bibliometric Analysis</td>
<td>C. Drago (Università Niccolò Cusano)</td>
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<td>L. Aliberti (Executive and NED director)</td>
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<td>Female entrepreneurship value creation measures at corporate and macroeconomic level: a survey of recent literature</td>
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