

Conference Program  
**BOARD DIVERSITY QUOTAS: YES, NO, MAYBE?**  
Stockholm University

**Wednesday December 19**

8:30-8:45 Registration and coffee

8:45-9:00 Welcome and introduction

Session 1 Barriers (Chair: Anna Sjögren, IFAU)

09:00-9:45 “Effects of team gender composition on women's leadership aspirations” by Andreas Born, Stockholm School of Economics, Eva Ranehill, University of Gothenburg, and Anna Sandberg, Stockholm University.

*Discussant:* Johanna Rickne, Stockholm University.

09:45-10:30 “Gender stereotypes and entrepreneurs’ financing” by Camille Hebert, Paris Dauphine University and Tilburg University.

*Discussant:* Anne Boschini, SOFI.

10:30-11:00 Coffee

Session 2 Boards (Chair: Bo Becker, Stockholm School of Economics)

11:00-11:45 “Is there bias in the boardroom” by Patricia Boyallian, Lancaster University, Sudipto Dasgupta, Chinese University of Hong Kong and Lancaster University, and Swarnodeep Homroy, University of Groningen.

*Discussant:* Sissel Jensen, Norwegian School of Economics.

11:45-12:30 “Gender and geography in the boardroom: What really matters for board decisions?” by Zinat S. Alam, University of Central Florida, Mark A. Chen, Georgia State University, Conrad S. Ciccotello, Denver University, and Harley E. Ryan, Jr., Georgia State University.

*Discussant:* Alexander Ljungqvist, Stockholm School of Economics

12:30-13:30 Lunch

13:30-14:30 *Keynote:* Marianne Bertrand, Chris P. Dialynas Professor of Economics at the University of Chicago's Booth School of Business.

14:30-15:00 Coffee

Session 3 Career progression (Chair: Karin Hederos, SOFI)

15:00-15:45 “Gender and career progression in male-dominated organisations” by Laura Hospido, Banco de Espana and IZA, Luc Laeven, ECB, and Ana Lamo, ECB.

*Discussant:* Astrid Kunze, Norwegian School of Economics

15:45-16:30 “The origins and real effects of the gender gap: evidence from CEOs’ formative years” by Ran Duchin, University of Washington, Mike Simutin, University of Toronto, and Denis Sosyura, Arizona State University.

*Discussant:* Maria Guadalupe, INSEAD.

19:00 Dinner at Wasahof (by invitation)

**Thursday December 20**

Session 4: Board gender quotas (Chair: Olle Folke, Uppsala University)

- 09:00-09:15 “Anticipation effects of a board room gender quota law” by Bjorn Tyrefors Hinneirch, Stockholm University and IFN, and Joakim Jansson, Stockholm University and IFN.
- 09:15-09:30 “Do board gender quotas matter? Selection, performance and stock market effects” by Giulia Ferrari, INED, Valeria Ferraro, Boston College, Paola Profeta, Bocconi University, and Chiara Pronzato, University of Turin.
- 09:30-09:45 “The effects of a gender quota on the board of German largest corporations” by Norma Burrow, Alexandra Fedorets, and Anna Gilbert, German Institute for Economic Research.
- 09:45-10:30 *Comments*: Espen Eckbo, Dartmouth College, and Daniel Ferreira, London School of Economics.
- 10:30-10:45 Discussion
- 10:45-11:15 Coffee
- 11:15-12:45 Panel discussion: “Board gender quotas: Yes, no, maybe?”  
Panel members:
- Marianne Bertrand, Chris P. Dialynas Professor of Economics at the University of Chicago's Booth School of Business.
  - Caren Grown, Senior Director for Gender at the World Bank.
  - Carola Lemne, Director General of the Confederation of Swedish Enterprise.
  - Christine Morgenstern, Head of Department for Gender Equality at Germany's Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.
- 12:45-13:00 Closing remarks
- 13:00-14:00 Lunch and mingle