



GENDI
RESEA

GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung

KOOPERATIONSPARTNER*IN VOM



Metavorhaben
Innovative Frauen
im Fokus

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*Gender Diversity in Corporate Leadership –
An Underestimated Lever for Climate Neutral Businesses?*

**Gender-Research in
Ecological
Economics Network**

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About GREEN


Objective: Exploring and emphasizing the positive impact of women in the ecological transformation



We review empirical studies, replicate datasets, and conduct interviews with women in leadership.

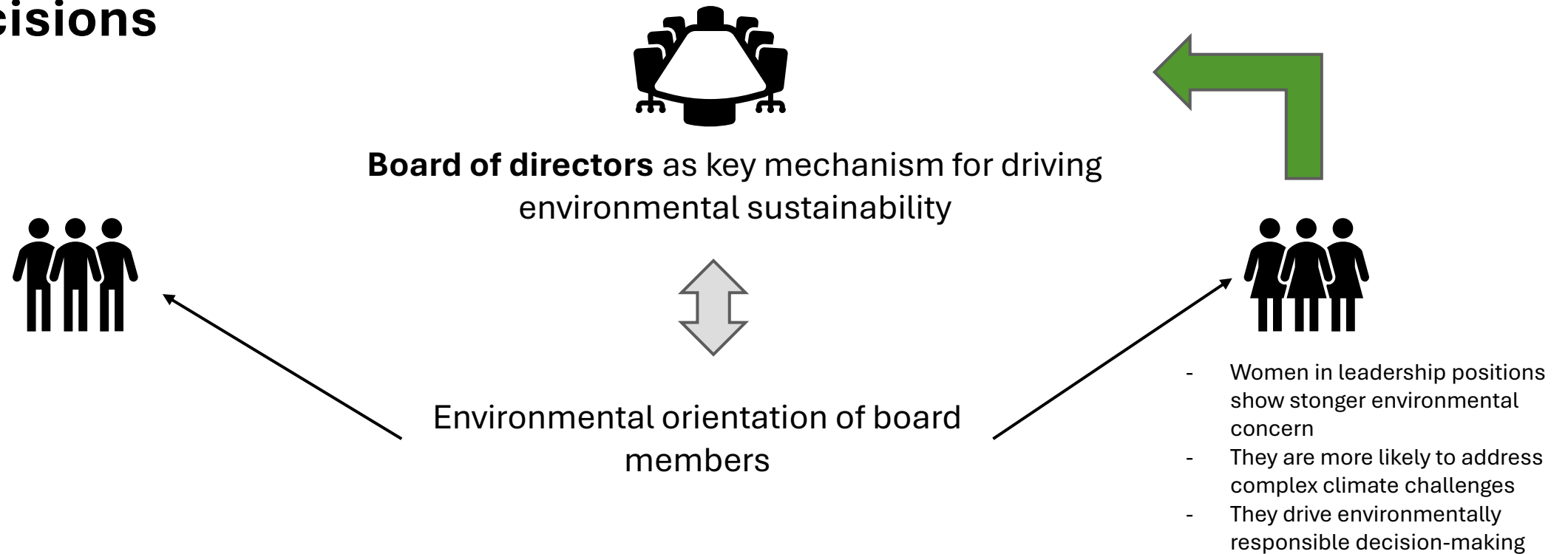
The Ecological Transformation requires inclusive Innovation

 Ecological transformation is one of the most pressing societal challenges of our time.

 It requires innovative solutions and the active inclusion of all social groups.

 Women play an important role – especially in developing environmentally and socially responsible innovations.

Importance of Gender Diversity in Strategic Sustainability Decisions



Positive Impact of Board Gender Diversity on Environmental Performance

Four dimensions of Environmental Performance

- Reducing Emissions
- Resource Efficiency
- Corporate Social Responsibility Reporting and Certifications
- Environmental Innovation

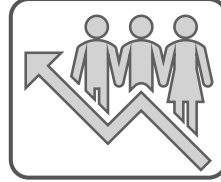
Characteristics of Women

- Greater regulatory awareness
- Process-orientated thinking
- Stakeholder orientation
- Advocates for sustainability reporting and environmental standards
- Stronger environmental commitment
- Providing different views and improve interdisciplinary approaches
- Increased oversight of management

Management and Organizational Theories

- Stakeholder Theory (Freeman 1984)
- Upper Echelons Theory (Hambrick & Mason 1984)
- Social Role Theory (Eagly 1987)
- Resource Dependence Theory (Pfeffer & Salancik 1978)
- Agency Theory (Jenson & Meckling 1976)

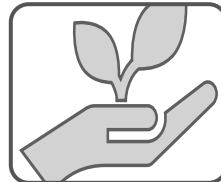
Barriers of the Impact of Board Gender Diversity on Environmental Performance



Structural Barriers and Stereotypes can contribute to low female representation



Tokenism and Lack of Authority: symbolic representation of women



Sector-Specific Differences: higher impact in environmentally sensitive industries



Institutional and Cultural Contexts: effectiveness of gender-diverse boards depends on national environmental regulations, political stability and cultural attitudes

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**Gender-Diversity as
strategic Lever for
the Ecological
Transformation and
Climate-Neutral
Businesses**



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Thank you for your attention!

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