

**ASEPUC
and
Spanish Accounting Review**

**FIRST WORKSHOP ON “DIVERSITY, GENDER, GOVERNMENT
AND ACCOUNTING”**

Is diversity in management the key to efficiency?

CARMONA (Seville), Spain

13th & 14th November 2008

Organising Committee

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<http://www.personal.us.es/arquero/diversity>

OBJECTIVES

A competitive and dynamic world is leading businesses to adopting flexible structures, based on human interaction and teamwork, where there is a need for professionals who are capable of understanding and using different types of accounting information. It is argued that diversity in management teams and boards of directors enables good corporate governance. Diversity as an objective of efficiency is a current topic of regulations and research. T Codes of good governance recommend that boards of directors reflect the diversity of knowledge and experience required to carry out their functions efficiently, objectively, and independently. It is often argued that diversity, by reference to age, gender, seniority, knowledge and experience, will allow boards of directors to consider a wider range of alternatives in making decisions, and this will result in better organizational performance. However, the real figures contrast with these arguments, especially in the Mediterranean countries, where companies seem to be the least diverse.

This first workshop on diversity, gender, governance and accounting is organized with the aim of bringing together specialists in this area and interested parties. More than simply knowledge sharing and advancement, the workshop also sets out to open a forum for future debate and to link research projects that may help to achieve a greater degree of gender integration and equality in the management of organizations. The objective of the meeting is, therefore, to discuss the current situation, to identify gaps or future lines of research, and to allow researchers to interact.

CALL FOR PAPERS

The list of topics to be dealt with at the workshop is wide-ranging and multidisciplinary in nature. They include, but are not limited to, gender diversity in business management, corporate governance, the use of accountancy, control styles, equality and competitiveness, diversity and business performance and social responsibility. Some of the questions that papers could address are: What is the role of women in the accountancy profession? Does exist a different feminine approach to the use of accounting and control systems? Is there a different feminine style of management? Does diversity in management teams affect business performance? Does relative diversity at board level promote or restrict individual or group efficiency? Does the balance between work and family mean that women face greater challenges in the business world? Are codes for good governance an effective way of incorporating cultural changes as regards business diversity? Does the gap between recommendations for good governance and diversity in business practice vary between countries and time? How far do the codes go in relation to diversity? Does this influence Capital Markets? Does diversity at board level influence the quality of financial disclosure? Does diversity assist companies in adopting more innovative accounting systems? Which is the interplay between diversity and corporate social responsibility?

PROGRAMME UPDATE

Thursday 13th November 2008	
Departure of bus at 14:00 from train station "Santa Justa"	
15.00 – 15.30	Registration
15:45 – 16:00	Welcome
16,00 -17,00	Plenary Session. Chairman: Maria Antonia García "Reporting of gender equality in the workplace: A corporate social responsibility perspective" Kate Grosser (University of Nottingham)
17,00-17,30	Coffee break
17,30-18,30	Session 1. Chairman: Emiliano Ruiz-Barbadillo
18,30- 20,00	Session 2. Chairman: Joaquina Iaffarga Session 3 (Spanish). Chairman: Pedro Araujo
20:45	Guided tour of Carmona
21:30	Dinner
Friday 14th November 2008	
9,30 -10,30	Session 4. Chairman: Araceli Mora.
10,30 -11,00	Coffee break
11,00-12,30	Round Table. Chairman: Cristina de Fuentes "Management Diversity" Ken McPhil (University of Glasgow) Pablo Collazzo (European Academy of Business in Society Brussels) Rosamund Thomas (Ethics Centre Cambridge) Silvia Gómez Anson (University of Oviedo)
12,30-14,00	Session 5 (Spanish). Chairman: Vicente Condor Session 6. Chairman: Pilar de Fuentes
14:00	Close+ Lunch
Departure of bus at 15:30 to train station" Santa Justa"	