

DOES BOARD GENDER DIVERSITY EXERT INFLUENCE ON INNOVATION?

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Abstract

This paper aims to analyse the true impact of female directors on environmental innovation. Our results confirm that board gender diversity positively influence environmental innovation, but only when female directors reach a critical mass, and only for firms with greater levels of environmental innovation. Furthermore, our findings reveal that the effect of women in the boardroom is strengthened in the presence of CSR committees, but weakened in boards with larger size and longer tenure. Our evidence has direct implications for firms, regulators, professionals, and for academics.
