

Translating Knowledge into Innovation Dynamics

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CALL FOR ABSTRACTS – IFKAD 2024

Special Track n.: 09

Research Area: Ipazia – Gender Management

Ipazia Chapter - Knowledge and Innovation for Sustainable Gender Equality

Organizers

Paola Paoloni, Sapienza University of Rome, Italy
Giuseppe Modaffari, Sapienza University of Rome, Italy

Description

Nowadays, knowledge and innovation represent a key-factors for the development of organizations (Paoloni and Modaffari, 2021; Provasi and Harasheh, 2021; Smith et al., 2020; Gülsoy and Ustabaş, 2019). The purpose of this track is to analyze this dynamic transitional phenomenon with special attention to gender issues, thus observing how knowledge and innovation, also in the form of new technologies, operate within the diversity present in public and private organizations.

The pattern between innovation and gender is also felt in the European scenario. In this stream fits in the United Nations Principles of Agenda 2030 that are inspired by the notion of Sustainable Development (SDGs) (Skjerven and Fordham, 2022; Sen, 2019). Particularly, the present track assumes the action lines of SDGs 4, 9 10 and 5 as a helix that starts from the development of knowledge through the targets of quality education (SDGs 4), moves in the targets of the goal "industry, innovation and infrastructure" (SDGs 9), contributes to bridging inequalities (SDGs 10) and, consequently, to gender equality (SDGs 5). Gender Equality can be defined as a mechanism that equally allocates strategic resources between males and females (Toren, 1993). Knowledge becomes, thus, a crucial asset to innovate by achieving sustainable development and gender equality. In this way, organizations need to combine existing internal knowledge, acquire external knowledge, and create new knowledge to succeed in the competitive advantage and reaching a common benefit.

According to Elkington (1998) is sustainable an action that simultaneously pursues the interests of the economic, environmental and social systems, therefore a key role is played by the knowledge alive in the social sphere that promotes gender equality even while respecting the interests of the other two spheres: economic and environmental.

New knowledge generates innovation that commonly it can be defined as a key source of competitive advantage and it represents a driver for business success, allowing companies to reach temporary extra profits in dynamic, constantly changing, and competitive industries.

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Innovation activities are important, not only for firms, but for society as a whole: they enable economic growth, generate new high-skilled jobs, and address environmental issues and other social challenges, as gender equality (. The outputs between knowledge and innovation are often new technologies, involving all the solutions that arose as a result of the disruptive technologies diffusion (Thomson et al.,2022; Soto-Acosta et al., 2018; . For instance, blockchain as a process enabler or digital platforms connecting the company outside and inside of the organizational environment can be identified as factors that not only guarantees a competitive advantage for companies but also provides environmental benefits and produces social well-being, reducing inequalities and driving the organizations toward a sustainable innovation. In this direction, Di Vaio et al. 2023, assert that blockchain technology is a new type of data-driven technology that allows companies to achieve social compliance. As well as, artificial intelligence (AI), big data, and automation can improve gender equality by bringing objectivity to the decision-making process. Moreover, AI can help to constrain bias and discrimination by providing a more impartial view of the contest in which individuals live. New technologies (as blockchain) seek to achieve gender equality and financial independence for females worldwide (Thylin and Duarte, 2019). However, little attention has been paid to the opportunity to target emerging technologies to support females' roles in processes in various contexts where gender gaps risk being overbearing and dangerous for social progress (Thylin & Duarte, 2019). Thus, the widespread of new technologies among all different forms of business (from SMEs to large corporations and public entities) should support the knowledge exchange process and, in turn, the improvement of Knowledge Management systems.

We welcome both conceptual and empirical papers, based on qualitative and quantitative approaches, related to the topics of knowledge and innovation in promoting gender equality. The main sub-topics track are:

- New technologies for gender equality;
- Innovative tools to mitigate diversity in private and public organization;
- The tools of diversity management in public administration;
- Diversity management strategies to promote gender equality;
- Diversity management and non- financial information disclosure;
- The impact of diversity on corporate performance;
- Knowledge transfer process in women-owned businesses;
- Gender equality as a strategy for sustainable development;
- New technologies, as ICT, blockchain or digital platforms, for sustainable female entrepreneurship development;
- Sustainable innovation in female led start-up;
- Innovative financial tools for women enterprises;

Keywords

Gender equality; Gender gap; Inclusion; Female Entrepreneurship; Knowledge Management; Innovation; Technologies; Diversity management; Corporate Governance; Sustainability; Non- financial disclosure; Reporting

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[Special Track details published on IFKAD website >>](#)

Guidelines

Researchers wishing to contribute are invited to submit an **EXTENDED ABSTRACT** (in editable MS-Word format) of **min 500 and max 1000 words** by **15 JANUARY 2024**, using the submission procedure available on the website. The abstract should address theoretical background, research objective, methodology, and results in terms of expected contribution to Knowledge Management theory and practice. Authors are required to follow the guidelines for both extended abstracts as well as full papers available on IFKAD site: www.ifkad.org

Important dates

15 January 2024	<i>Extended Abstract submission deadline</i>
10 February 2024	<i>Acceptance notification to authors</i>
30 March 2024	<i>Early-Bird registration cut off</i>
10 April 2024	<i>Full paper submission deadline</i>
20 May 2024	<i>Registration deadline</i>
12-14 June 2024	<i>Conference sessions</i>

For further information

For any information related to the event, please see the event website at www.ifkad.org or contact the conference manager at info@ifkad.org