

GiMSIG Newsletter 2019/03

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NEWS FROM THE GIMSIG

BAM CONFERENCE AND GIMSIG AGM

We are looking forward to meeting you at the BAM2019 conference in Birmingham, which will start in a few weeks (3rd – 5th September 2019). The Gender in Management Stream, chaired by Adelina Broadbridge (Stirling) and Andrie Michaelidou (Cranfield), attracted many interesting submissions. The programme comprises 12 full papers and 21 developmental papers, which adds up to eleven sessions running on Wednesday, 4th of September, and Thursday, 5th of September. There is a high variety on very interesting topics. You can find the list of all titles following this [link](#).

We would be very glad to welcome you at the SIG Annual Meeting. This will take place on Tuesday, 3rd of September at Aston University, from 19:15 until 19:45. The exact location will be confirmed and communicated by conference organizers. We aim to have a joint, informal dinner after the SIG Annual Meeting. This will be organized ad hoc, at the conference.

REPORT FROM WORKSHOP: GENDER AND HRM: ADVANCES, CHALLENGES AND FUTURE DIRECTIONS

On Thursday 21st of June, The Gender in Management Special Interest Group (GiMSIG) and the Human Resource Management Special Interest Group (HRMSIG), jointly organised the workshop “Gender and HRM: Advances, Challenges and Future Directions”, hosted by Alliance Manchester Business School at The University of Manchester.

The purpose of this workshop was to explore the idea of the “gendering of HRM”, reflecting on the past, present and future of the relationship between gender and HRM by focusing on advances, challenges and future directions. Drawing on discussions about gender in organizations that continue to highlight how gender and gendered power relations shape and pervade dominant management practices, the event reflected on how HRM policies and practices are both gendered, and (re)produce and perpetuate gendered dynamics and processes in organizations.

The workshop was well-attended and consisted of 2 keynote presentations and 4 paper presentations organised in a morning and afternoon presentations, as well as 2 poster displays. The event kicked off with a keynote talk by **Professor Jill Rubery (Alliance Manchester Business School and Work & Equalities Institute)**, who discussed the multiple functions of wages and how they relate to the gender pay gap and reward systems in the workplace. In discussing wage as price, wage as living, wage as outcome of capital-labour relations, wage as social practice and wage as a management tool, Professor Rubery argued that failure to understand these multiple functions, alongside failure of collective regulation, has led to different challenges for gender pay equality for different groups of women. Her talk highlighted several key issues that result in the gender pay gap continuing despite actions taken to address it: the invisibility of women’s skills, the way women’s work is treated as homogenous –not differentiated by skills and responsibilities, as well as the adoption of technical solutions (e.g. the focus on job evaluation) to what is in effect a political problem. Some of the ways in which these issues could be addressed include: campaigns/policies that target clients, not just employers, in order to move on from the

argument that low wages are necessary in order to fulfil clients' needs; higher pay in order to change the social practice of paying low wages so people can buy cheaper goods/services. Finally, drawing on arguments about comparable worth, she posed the view that there is need for a policy for all, not just for women.

The first paper session started with **Maranda Ridgway and Louise Oldridge (Nottingham Trent University)**, who presented their paper: 'Leading' by example? Gendered wording in HR job advertisements. In a very thought-provoking presentation, they showed the ways in which gendered language is mobilised in job ads. Their analysis draws on the use of Kat Matfield's Gender Decoder (<http://gender-decoder.katmatfield.com/>). Their preliminary findings suggest much analytical scope for further exploration of the relationship between gender and language in jobs adverts, in particular how language may reproduce gendered and stereotypical views about roles and occupations, especially in particular sectors. The second presentation was by **Diane McGiffen (Cranfield University)**. In her talk titled "Nevertheless he persisted – the idealised male worker, older women and the challenge to HRM", Diane discussed how the construct of idealised male worker plays out in the care sector, drawing on a review of 116 articles. Her findings show little evidence of HRM supporting a gender sensitive approach to the retention of care workers.

Throughout the event, we got the opportunity to talk to **Isbahna Naz (University of Birmingham)** and **Diane McGiffen (Cranfield University)** about their posters. Isbahna's poster, titled "Obstacles and discrimination towards women in leadership roles in Bangladeshi financial institutions", was based on her doctoral project, which explores the reasons for the under-representation of women in the banking sector in Bangladesh. Using a postmodern approach, the project focuses on gender and its positioning within the social identity of patriarchy in order to understand the male dominance in this sector. Diane's poster, titled "Don't leave me this way: Retaining older women care workers in Scotland", was based on her doctoral research, which looks to explore why older women leave health and care work and what organisations and managers can do to retain them. One of her key findings suggest, among other things, that there is disconnect between women's lives and the pace of policy change. Her work calls for more understanding of the intersection of gender, age and class in discussions about HRM and career, and also for the health and social care sector to pay attention to the implications of gender and age on the workforce.

The afternoon session started with a keynote talk by **Professor Jo Duberley (Birmingham Business School)**, who delivered a talk on "The menopause taboo and work: The impact of menopause on the working lives of women in the police force". Professor Duberley's talk highlighted the challenges faced by women in navigating changes and perceptions associated with the menopause. These changes and perceptions go beyond balancing life and work and relate to the complexity of discussing, addressing and normalizing women's embodied lives in the workplace. The focus on the police force added a particular flavour or complexity as institutionally, the police remains structured and organised around masculinised ideas about work and workers. Against this backdrop, there was a very stimulating reflection about the challenges faced by women as they age in the workplace, and the perceptions both women and men have about the ageing process, its dynamics, and its relationship with productive work. The talk highlighted the importance of exploring how gender, age and the lifecourse intersect to shape the working lives of women.

The second paper session started off with **Michelle Tessaro (Cranfield University)**, who presented her paper "The Impact of the Gender Composition of Boards on the Gender Composition of Senior Management Positions". The presentation gave an interesting overview of how the presence and role of women in boards has improved over time and posed an important "so what?" question: what impact can the critical mass of women in the boardroom have on the gender balance in senior management roles? In posing this question, the research centres the role of women on boards in supporting cultures of progression and inclusivity for other women, presenting women on boards as potential agents of change to address issues like segregation, representation and the gender pay gap. The last paper of the session was **Etlyn Kenny (University of Birmingham)**, who was presenting a paper co-authored with Rory Donnelly (University of Liverpool), titled "Gender balancing tech work through HRM". A fire alarm at the end of Michelle's presentation put an untimely end to the workshop as we had to evacuate the building. As such, we were unable to both discuss Michelle's presentation and listen to Etlyn's presentation. After a good 30 minutes outside and based on people's travel arrangements, we decided to call it a day. Despite this unexpected event, it was an enjoyable day, filled with excellent presentations, discussions and contributions.

Jenny K Rodriguez
24 June 2019

INVITATION FOR EXPRESSIONS OF INTEREST: GIMSIG EVENT EMERGING TRENDS IN GENDER RESEARCH

The GiMSIG is looking for expressions of interest to organise an event that focuses on "Emerging Trends in Gender Research". In particular, topics such as gender and data analytics, decolonialising management, challenges of intersectionality, post-humanism in management, men and masculinities, digital transformation of work, or how to deal with the climate emergency are of interest. We ask that you kindly consider whether your institution may be willing to host this event.

For further information on this or to submit any ideas, please contact the GiMSIG Events Coordinator, Dr Huiping Xian at h.xian@sheffield.ac.uk.

UPDATE FROM GENDER IN MANAGEMENT: AN INTERNATIONAL JOURNAL

Gender in Management is going from strength to strength – the journal received its first impact factor in June this year – 1.208. This is great for a first impact factor, and is a recognition of the high-quality research the journal has been publishing. The support of the gender scholarly community has been central to the journal's achievement.

The journal needs your help: Lately, like many journals, it has been struggling to find reviewers for articles, sometimes having to invite up to 16 people before obtaining an acceptance to an invitation to review. The journal would like to expand its reviewer pool and would greatly appreciate expressions of interest and suggestions. The journal welcomes

ECRs, and will pair them up with an experienced 2nd reviewer when sending the papers out to them. You can e-mail your expression of interest or suggestions to Adelina Broadbridge at a.m.broadbridge@stir.ac.uk.

The journal currently has two open calls for papers: [Leadership in the age of Me Too: Global conversations](#) and [Women in STEM study and employment in the United Arab Emirates](#).

Finally, the journal is very sad to report the death of one of its longest serving Editorial Advisory Board members, Professor Ron Burke. The journal is dedicating [issue 5](#) in memory of him and the first article in this issue is the paper he co-authored with Ghada El-Kot and Lisa M Ficksenbaum: *Egyptian women supervisory empowerment behaviors on well-being outcomes*. Ron contributed generously to the journal in many ways. He helped to steer the development of the journal over many years. He also provided many reviews, and the authors of these have undoubtedly benefited from his constructive feedback and words of wisdom, helping them to advance their thoughts and ideas. He will be sorely missed.

AWARDS

Emerging Scholar Award of WAIB Women in the Academy of International Business

Dr Andri Georgiadou was recipient of the 2019 Emerging Scholar Award, awarded by the WAIB Women in the Academy of International Business Board. Andri is Director of the Equality Inclusion and Diversity (Equidy Center) Center in Cyprus and a Fulbright Visiting Professor at Penn State University, USA. Formerly Associate Professor in Human Resource Management and Program Director for the MSc in Global Business at the University of Hertfordshire and London School of Economics and Political Science, Andri's research focuses on equality, inclusion, and diversity from interdisciplinary perspectives, with publications in *European Management Review* and *Tourism Management*.

Andri has been a Keynote Speaker at the University of Southern California, Rutgers University, and the European Women's Management Development International Network, and was previously affiliated with HSBC and the Cherie Blair Foundation for Women. Andri received a 2016 *European Management Review* Best Reviewer Award and 2014 Graduate Scholar Award for Diversity in Organizations, Communities & Nations. In 2019, Andri was elected regional representative for Southern Europe in AIB's Western Europe chapter, serving as Deputy Chair and Vice Chair for Events. (Further information: [link](#))

Gender in Management: An International Journal, Volume 34 Issue 4

Shanmugam, Merlin Mythili and Agarwal, Bhawna (2019), "Support perceptions, flexible work options and career outcomes", *Gender in Management*, Vol. 34 No. 4, pp. 254-286. <https://doi.org/10.1108/GM-12-2018-0157>

Thompson, Barbara Marcia (2019), "Shifting feminisms", *Gender in Management*, Vol. 34 No. 4, pp. 287-305. <https://doi.org/10.1108/GM-12-2017-0179>

Gorondutse, Abdullahi Hassan, Hilman, Haim, Salimon, Maruf Gbadebo, Alajmi, Rajeh, Al Shdaifat, Fayez Hamed and Kumaran, Vikniswari Vija (2019), "Establishing the effect of government support on the relationship between gender egalitarian and women leadership effectiveness among public universities in KSA", *Gender in Management*, Vol. 34 No. 4, pp. 306-325. <https://doi.org/10.1108/GM-06-2018-0067>

Cho, Eunjoo, Moon, Zola K. and Bounkhong, Tiffany (2019), "A qualitative study on motivators and barriers affecting entrepreneurship among Latinas", *Gender in Management*, Vol. 34 No. 4, pp. 326-343. <https://doi.org/10.1108/GM-07-2018-0096>

Gender in Management: An International Journal, Volume 34 Issue 5

El-Kot, Ghada, Burke, Ronald J. and Fiksenbaum, Lisa M. (2019), "Egyptian women supervisory empowerment behaviors on well-being outcomes", *Gender in Management*, Vol. 34 No. 5, pp. 350-365. <https://doi.org/10.1108/GM-12-2018-0165>

Hassan, Masood Ul and Ayub, Arslan (2019), "Women's experience of perceived uncertainty: insights from emotional intelligence", *Gender in Management*, Vol. 34 No. 5, pp. 366-383. <https://doi.org/10.1108/GM-02-2019-0016>

Grandy, Karen (2019), "Freeze frame: media coverage of Apple's and Facebook's egg-freezing employee benefit", *Gender in Management*, Vol. 34 No. 5, pp. 384-397. <https://doi.org/10.1108/GM-07-2018-0080>

Dilmaghani, Maryam and Tabvuma, Vurain (2019), "The gender gap in work-life balance satisfaction across occupations", *Gender in Management*, Vol. 34 No. 5, pp. 398-428. <https://doi.org/10.1108/GM-09-2018-0109>

Further publications by GiMSIG Members

Ridgway, Maranda (2019) "Brexit: human resourcing implications", *Employee Relations*, <https://doi.org/10.1108/ER-11-2018-0310>

Treanor, Lorna and Marlow, Susan (2019) 'Paws for thought? Analysing how prevailing masculinities constrain career progression for UK women veterinary surgeons' *Human Relations*, <https://doi.org/10.1177/0018726719846554>

Georgiadou, Andri, Gonzalez-Perez, Maria Alejandra, and Olivas-Lujan, Miguel R. (2019) [Diversity within Diversity Management: Country-Based Perspectives Vol: 21](#). Series: Advanced Series in Management. Bingley: Emerald Publishing Limited. ISBN: 9781787548213, 424 pages

Georgiadou, Andri, Gonzalez-Perez, Maria Alejandra, and Olivas-Lujan, Miguel R. (2019) [Diversity within Diversity Management: Types of Diversity in Organizations Vol: 22](#). Series: Advanced Series in Management. Bingley: Emerald Publishing Limited. ISBN: 9781789731729, 320 pages

VACANCIES

University of Exeter Business School: Open Rank positions (Professor to Lecturer) in Management or Science, Innovation, Technology, and Entrepreneurship (SITE)

We are available for informal conversations at the AOM Annual Conference, August 9-13, 2019 in Boston, Massachusetts, United States.

Within University of Exeter Business School (UEBS), the departments of Management and Science, Innovation, Technology, and Entrepreneurship (SITE) are equally committed to advancing theory and working with leaders and managers in organisations to achieve practical solutions to their most important issues.

We seek to expand our team of outstanding researchers and teachers. We are looking to appoint several open rank posts. We hope to appoint faculty who will contribute to building on current strengths in the two departments: such as leadership, human resource management, entrepreneurship, innovation, operations management, international business and strategy, digital economy, business analytics, and information systems. Ideally candidates will have expertise in advanced quantitative methods, such as social network models, agent-based models, NLP and Machine Learning, multi-level and longitudinal regression models.

To arrange a meeting at AOM please go to the following link: <https://career-center.aom.org/jobs/12497537>

Mixture of permanent and fixed term posts, based in Milton Keynes

We are looking to appoint Lecturers and Senior Lecturers in The Open University Business School (OUBS), Faculty of Business and Law (FBL).

We are looking for candidates who will commit to the OU's social mission of providing socially important, impactful and innovative research and teaching. We are open to a wide range of perspectives and backgrounds that can help advance the School's commitment to pursuing cutting edge thinking on contemporary economic and social issues. We are interested in hearing from candidates in *all areas of business and management* and especially anyone doing research in areas related to the changing nature of employment, technology and management, data science and business applications, social enterprise, public and non-profit management, digital marketing and strategy, organisational behavior and organisational studies, leadership, ethics and entrepreneurship.

Closing Date: 29th August 2019

Further information following this [link](#).

CALL FOR PAPERS

GENDER, WORK & ORGANIZATION CONFERENCE 2020

11th Biennial International Interdisciplinary Conference: Transforming Contexts, Transforming Selves: Gender in New Times. University of Kent, Canterbury, UK 24th to 26th June 2020

Please submit your abstract to one of the 41 streams by 1st November 2019.

We would like to draw your attention especially to the following streams:

- Stream 1: **Troubling/Transforming Working Lives and Contexts: Judith Butler, Gender, Work and Organization** (contact: mjtyler@essex.ac.uk)
- Stream 2: **Gender & Entrepreneurship – Critically Transforming Debate** (contact: Lorna.Treanor@nottingham.ac.uk, S.Marlow@bham.ac.uk, haldajani@mbsec.edu.sa, and karin.berglund@sbs.su.se)
- Stream 13: **Gendered Spaces, Places and Temporalities of Work: Methodological Directions and Challenges** (contact: louisen@essex.ac.uk)
- Stream 16: **The Present and Future of Intersectionality: Controversies, Challenges, Transformations and Opportunities** (contact: jenny.rodriquez@manchester.ac.uk)
- Stream 20: **Gendering Place, Placing Gender: Place, Space and Gender in Turbulent Times** (contact: r.simpson@brunel.ac.uk)

- Stream 34: **The answer lies in our humanity: research and methodologies that facilitate healing and hope** (contact: barbara.myers@aut.ac.nz and irene.ryan@aut.ac.nz)
- Stream 36: **Islamic Feminism, Equality and the Muslim Woman at Work** (contact: Cinzia.Priola@open.ac.uk and shafaq.arif@lbs.uol.edu.pk)
- Stream 39: **The Transformation of Gender in Times of Transition** (contact: c.cremin@auckland.ac.nz, and tt@sbs.su.se)

You find the description for those and all other streams following this [link](#).

SPECIAL ISSUES

Call for Abstracts for Book Chapters: Work-life research & practice from a LGBTQ perspective

Book initiated by WFRN Special Interests Group

Edited by Jean-Charles E. Languilaire, Thomas Sasso, and Jannick Friis Chrsitensen.

Recognizing the richness of the current knowledge of the work-life research, it becomes legitimate to discuss and problematise its relevancy for LGBTQ+ population so that work/non-work experiences can be understood and theorised from a LGBTQ+ perspective. This is the aim of the WFRN Special Interest group, WFRN WORK-LIFE RESEARCH & PRACTICE FROM A LGBTQ PERSPECTIVE (@WFRNSIGLGBTQ). As Special Interest Group within WFRN, want to do an edited book on the work-life interface and LGBTQ+.

Deadline: 15th September 2019

Format: 250-500 words

Further information following at [this link](#).

SI Gender, Work and Organization: Gender, Bodies and Identities in Organisation: Postcolonial Critiques

Edited by Andri Georgiadou, Beverly Dawn Metcalfe, Niki Dickerson von Lockette, and Dimitria Groutsis.

The editors of a special issue of Gender, Work and Organisation are inviting contributions that discuss the entanglement of gender, embodiment and identity in organizations and the emergent theoretical directions and approaches that challenge this. The call is therefore directed to those who want to explore the embodiment of gender from a broad range of different disciplines and theoretical perspectives with the common aim of approaching the body both as a site for transgressive encounters and as actively participating and shaping

such encounters. Our focus is also transnational and seeks to explore the complexities of embodiment and identity beyond a western space and lens.

Deadline: 30th September 2019

For full follow this [link](#)

SI International Journal of Globalisation and Small Business (IJGSB):
"Female Entrepreneurship: Myths, Established Knowledge and Future Perspectives".

Edited by Sara Poggesi, Michela Mari, Luisa De Vita, and Lene Foss.

Possible topics include, but are not limited, to the following:

- Gender gaps in performance
- Gender gaps in financing
- Strategies and female entrepreneurship
- Internationalisation and female entrepreneurship
- Networking and female entrepreneurship
- Human capital and education and female entrepreneurship
- Motivations and female entrepreneurship
- Innovation and female entrepreneurship
- Ethnicity, gender and entrepreneurship
- Sectors of activities

Deadline: 13th October 2019

You can find more info following this [link](#).

SI International Migration: Highly-Skilled Migrant Women Achievements and Contributions in Knowledge-Based Economies: A Process Perspective.

Edited by Rosa Grimaldi, Francesca Crivellaro, and Daniela Bolzani

We welcome academic contributions taking different disciplinary views on the topic, so as to increase the variety of disciplines and perspectives represented in the final issue.

We invite the contributions to take, where possible, a multi-level stance on the analyzed processes, activities, linkages, or dynamics – thus considering the individual-, group-, organizational-, and environmental-level.

Deadlines:

- Optional registration for Paper Development Workshop: August 25, 2019
- Optional Paper Development Workshop (Bologna, Italy): 12-13 September 2019
- Deadline for submission of Special Issue full papers: October 31, 2019

Further information following this [link](#).

Edited by Alexander Fleischmann, Lotte Holck, Annalisa Murgia, Sara Louise Muhr, and Helena Liu.

Organization is now accepting articles for a special issue on Organizing Solidarity in Difference. Challenges, achievements and emerging imaginaries. Papers should be no more than 10,000 words, including references.

Deadline: 1st March 2020.
Further information following [this link](#).

CONTRIBUTIONS TO NEXT GIMSIG NEWSLETTER

Please submit your news for the next newsletter until 30.10.2018 to gimsig.news@protonmail.com.

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Share your news
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We welcome your contributions and invite you to submit a short story/article/ announcement related to your recent activities and accomplishments. A potential rubric for contribution is given below (the list is not exhaustive).

- awards or other accomplishments
- call for action, strategies to intervene, examples of (fun/creative) interventions
- call for papers, call for contributions
- forthcoming events
- grant application success
- innovation in teaching methods
- new appointments
- new research centres
- new / interesting publications (papers, books, podcasts, blog-entries)
- progress on ongoing and newly launched research projects
- vacancies
- any other news that you wish to share with the GiMSIG community.

If you have any news you would like to share, please email us at gimsig.news@protonmail.com.