

“Women in Management in Central and Eastern European Countries”

Special issue call for papers from



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Abstracts (up to 1500 words) submission deadline: **31 October 2018**

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Motivation and topics:

The issue of gender-based inequality in management has fuelled considerable amount of research. The main focus was given however especially to the countries in West Europe and North America, with the regions beyond it remaining underrepresented up to now. This also applies to the countries in Central and East Europe (CEE). The situation is quite astonishing given the fact that CEE countries are quite pioneering in terms of gender equality since they show relatively high women shares in top positions of private and public companies, local and EU-political institutions (e.g. Carli & Eagly 2016; Klein 2013). Although insightful experiences and practices of women inclusion into the workforce in general and into management in particular could be assumed in the CEE context, the topic has remained a peripheral and mainly neglected issue in the international research discussion. Only female entrepreneurs have been given marginally stronger attention, whereas such issues as becoming and being women leaders, factors supporting or hindering careers of women, acceptance by employees, HRM practices and gender equality largely are a research lacuna. The publication record of the Journal for East European Management Studies (JEEMS), one of the internationally acknowledged journals in the field of East European management studies, is indicative in this regard. In more than 20 years of publishing, only a handful of publications have addressed women issues. The only paper that was included into the anniversary issue of JEEMS consisting of “mostly representative papers of the journal” deals with female entrepreneurs and managers in the Albanian context (Llaci & Kume 2017).

Despite a lack of research, in practice CEE countries are doing quite well with regard to gender equality, mainly for reasons related to the region’s socialist-legacy. The full-employment-policy for women as pursued by the socialist states and established child-caring institutions from an early age are supposed to explain the current advantageous situation. But this straightforward explanation loses its power when we consider the fact that in the socialist countries gender equality and inequality

have always co-existed. Whereas gender equality was given in terms of employment participation by women, at the same time the inequality in terms of higher wages and better career prospects for male workers was obvious. The fact that domestic work was considered as main responsibility of working women additionally underscores the wider acceptance of gender inequality. Nowadays, similar contradictions and paradoxes and practices are still in place. The records of women share in top-management from different CEE countries are quite heterogeneous: Whereas Russia and Baltic States represent positive models, in Romania, for example, the women share in boards of large listed companies remains with 10,1 per cent much below the EU-28 average (Romanian National Institute of Statistics 2014: 109). Some country reports informed by feminist theories indicate a strong “gender ideology” that legitimizes gender inequality (Ashwin & Isupova 2018) and a social inferiority of women in comparison to men (Pavlenko 2002: 98). The powerful catholic or orthodox churches in CEE countries, like in Poland and Romania (e.g. Maj 2017: 79), support the conservative hegemony and act to side-line gender equality in general and in working contexts in particular.

The lack of research and contradicting tendencies are the reasons that have led to the development of this call for a special issue. The aim is to offer a publishing platform to researchers studying the topic of gender in management in the CEE context. Even if this topic is supposed to be marginalized in CEE academia “due to the relatively low political capital” (Maj 2017: 278), we nevertheless hope to attract insightful recent research on this topic and to release an issue that is able to extend an international discussion on women in management in the CEE countries and beyond.

We invite original conceptual as well as empirical contributions that might draw on different economic sectors (public, private and third-sector), and use various disciplinary and interdisciplinary approaches, including organization and management research, sociology, cultural anthropology and psychology. The submissions can be based on different empirical approaches, like survey, interviews, focus groups, laboratory experiments, and ethnography or discourse analysis. The potential topics can include micro-perspectives on gender and management in CEE countries, but also can approach the topic from the perspective of meso- and macro-level concepts.

Contributions are welcomed, but are not limited, to the following issues:

- Female career building and career paths in CEE
- Stereotypes and cultural frames regarding women in management in CEE countries, like the issue of “gender ideology” or religious discourses
- Expectations towards and acceptance of women in management positions
- “Tokenism” in the employment of women and their promotion to senior positions (Kanter 1977) in organizations of CEE countries
- Glass ceiling and glass cliffs in in case of women managers in CEE countries
- HRM practices, such as selection, training, appraisal, rewards, supervising, in relation to gender issues in CEE countries
- Leadership practices and identity struggles of women leaders in CEE countries
- Between-country-comparisons of women in management positions in the CEE region.

Submission process and important dates:

- The deadline for abstract submissions (up to 1.500 words): **31.10.2018**
- Feedback from the editors and invitation to submit full-papers: **15.01.2018**
- The dead line for invited full paper submissions: **15.04.2019**
- Double-blind review round 1st: **15.06.2019**

- The dead line for submission of revised versions: **31.08.2019**
- Double-blind review round 2nd: **15.10.2019**
- Final decision: **31.11.2019**
- Publication of the SI: **until 31.12.2019**

To be considered for this Special Issue, abstracts must be submitted no later than, **31.10. 2018** to Irma Rybnikova (Irma.Rybnikova@hshl.de). Abstracts will be considered by the guest editors; authors of selected abstracts will be invited to submit full papers. Submitted papers will undergo a double-blind peer review process and will be evaluated by at least two reviewers and one of the special issue editors. The final acceptance is dependent on the reviewers' judgment regarding:

- (1) Topic fit: does the submission contribute to the special issue topic?
- (2) Theoretical contribution: Does the submission offer novel insights or extend existing considerations in the field of women in management in CEE countries?
- (3) When applicable: Empirical contribution: Are the study design, data analysis, and results rigorous and suit the research questions? Do empirical findings offer innovative insights?

All submissions should be prepared for blind review according to the JEEMS author guidelines (https://www.jeems.nomos.de/fileadmin/jeems/doc/Authors_Guidelines.pdf). Informal enquiries regarding the Special Issue (topics, potential fit etc.) are welcomed and can be directed to Irma Rybnikova at Irma.Rybnikova@hshl.de

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