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**Gendered-Work, Leadership, and Equality**

How gender is constructed in societies and cultures has implications for women’s professional journeys and career destinations (Shah, 2020). While the term “gendered work” is relatively new, its reality is embedded in history beginning with the hunting and then agrarian societies (Shah, 2016). Work has been traditionally and historically defined and valued in ways that reflect the patterns of gender relations in societal contexts as reflected in terms such as work/no-work (housework), paid/unpaid, earning/caring, leading/assisting or public/domestic. This gendered attribution of work has implications for women aspiring and accessing senior leadership positions.

This stream focuses on work-gender realities across the primary gender divide to investigate the constructions of work-gender phenomena (Jaga, 2020) as well as the factors defining the public/domestic divide, and their implications for women aspiring for leadership positions. Gender and workload research highlights higher work hours and workload contributions made by women, but leadership studies also evidence lower presence of women in senior leadership positions. If "Women hold up half the sky" (quote from the former Chinese Communist Party chairman Mao Zedong), why are they absent from positions of power?

Currently, in spite of emphasis on gender equality in the millennium goals and the SDG5 calling for the full participation of women at all levels of decision-making, low presence of women in senior executive/leadership roles is a recorded phenomenon across the world. Even in developed European societies, for example, only 18% of senior executives are women (European Commission, 2022). Women’s absence from senior leadership is a recurrent theme in studies in the global north (Bagilhole & White, 2011; Billing, 2011; Blackmore and Sachs, 2007) as well as in studies from other parts of the world (Connell, 2009; Rab, 2010; Shah, 2018b; Waruru, 2023).

We welcome studies giving voice to perspectives from different cultures, societies, and faith backgrounds, recognizing impact of intersecting identities (Chung et al., 2021; Ryan & Briggs, 2019) and diverse socio-religious contexts (Hwang & Beauregard, 2021) to debate gender equality. Papers posing research questions and developing epistemologies that offer critique of dominant narratives and discourses are of specific interest.

Increasing globalisation and growing cultural and ethnic diversity is raising awareness of practices from different contexts. However, instead of rejecting gendered-work practices in the marginalised societies, the need is to interrogate and analyse these to develop policies and support systems to promote gender equality specifically with regard to leadership roles that may help support women to positions of power without disrupting their societal fabric.

Considering the exploratory nature of research in this huge area the authors would like to invite researchers and practitioners to engage in debates on the diversity-related implications of gender and leadership practices and theory in an international context, addressing the diversity of challenges and contexts.

**Possible themes include**:

* Societal culture and gender roles
* Motherhood and caring roles: barriers to leadership
* Double-burden and leadership progression
* Socio-cultural values and norms of work division
* Religious discourses defining gender roles
* Role-stereotyping and expectations
* Dissociation between domestic and leadership
* Transgender representation in leadership roles
* Submission to male leadership models
* Internalised patriarchy
* Internalising gender divide

Submissions to the stream can be in the form of long abstracts (up to 1500 words), developmental papers (3000-5000 words, including references) or full papers (no length restrictions) by the deadline of 15 March 2022. Please process your registration and paper submission online via the EDI registration page.

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