



SIG 11 - PM&NPM - Public and Non-Profit Management

With our theme **Exploring the Future of Management: Facts, Fashion and Fado**, we invite you to participate in the debate about how to explore the future of management. We look forward to receiving your submissions.

T11_05 - Gender diversity, governance, performance and innovation in public organizations

Proponents:

Simona Catuogno, University of Naples Federico II ; Sara Saggese, University of Naples Federico II; Claudia Arena, University of Naples Federico II; Fabrizia Sarto, University of Naples Federico II; Christina Scharff, Culture, Media and Creative Industries, King's College London; Shyamika Jayasundara-Smiths, International Institute of Social Studies (ISS), Erasmus University Rotterdam

Short description:

Over the last decades, the debate on gender diversity in the public sector has gained an increasing relevance. Nevertheless, our understanding of the issues and implications of appointing women in managerial positions within such organizations is still limited, and several managerial and governance challenges are worth to be investigated. With this in mind, the track encourages scholars to discuss new lines of inquiry, and widen the overall spectrum of perspectives, methodological tools and expected contributions of the extant literature on the topic.

Long description:

Over the last decades, the debate on gender diversity in public sector has gained an increasing relevance. Indeed, prompted by the recent wave of national and European Reforms, the involvement of women in top managerial activities of public organizations has strongly improved, and literature entails a more specific attention to the involvement of women across the boundaries of the public sphere. In this regard, it is worth noting that Reforms have aimed to foster the gender diversity, the inclusion of female workforce, as well as the quality improvement of female work life and the women's satisfaction in companies belonging to the public sector.

Nevertheless, our understanding of the issues and implications of appointing women in managerial positions within such organizations is still limited, and several managerial and governance challenges are worth to be investigated.



With this in mind, and in line with the EURAM 2019 conference theme, the proposed topic aims to contribute to the debate by encouraging scholars to discuss new lines of inquiry, and widen the overall spectrum of perspectives, methodological tools and expected contributions of the extant literature in the domain.

In particular, the proposed topic seeks to share and fertilize research investigating the role of gender diversity in public management for the pursuit of the public interest goals and the citizens' expectations.

This topic welcomes management and policy papers aiming to address the suggested topics that include but are not limited to: i) gender diversity in healthcare organizations; ii) gender diversity and performance management in public and not for profit organizations; iii) gender diversity and innovation in the public sector; iv) gender diversity, accountability, sustainability and ethics in public and not for profit organizations; v) gender diversity and Reforms in the public sector; vi) female leadership and women's empowerment in management of public organizations.

Submissions can cover a wide variety of methods and research designs ranging from qualitative and quantitative studies. In particular, this topic welcomes conceptual, qualitative and empirical studies unraveling the ways in which the gender diversity and the appointment of women in managerial positions shape the governance issues, the decision-making process, the activity, the service delivery and the outcomes of companies within the fragmented and multifaceted boundaries of public sector.

Keywords:

Gender diversity
governance
performance
ethics

Publication Outlet:

Health Services Management Research
European Journal of Women's Studies
The Journal of Management and Governance

For more information contact:

Simona Catuogno - simona.catuogno@unina.it

AUTHORS GUIDELINES

<http://www.euramonline.org/submissions-guidelines-2019/author-s-guidelines.html>

EURAM 2019

Exploring the Future of Management

European
Academy of
Management

EURAM

ISCTE IUL
Instituto Universitário de Lisboa



26-28 June

Lisboa, Portugal