

## **Bilingual Special Issue in English and Spanish**

### **Gender, Social Inclusion, and Entrepreneurship: Women's Struggles in the Private and Public sector, meeting SDG #5**

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**Special conditions:** this special issue is a bilingual issue in English and Spanish. We welcome articles in both languages.

#### **Aims of the Special Issue:**

This special issue seeks to raise awareness and enhance gender equality in job markets in the private and public sectors, especially in managerial positions. Today all governments work on social inclusion, equality, and diversity, setting them as priority goals. Given the increased awareness of the equality in different areas such as health, education, and impact on poverty reduction and economic growth, social inclusion and diversity have been placed high on the national agendas of many developing and least countries (Demirgüç-Kunt and Klapper 2012). Regarding the SDGs and diversity, enhancing gender diversity in job markets has a positive impact on teams and companies' innovation performance (Cicchiello, A.F., Kazemikhasragh, A. et al. 1., 2020; Dai et al. 2020). Gender heterogeneity strengthens new ventures' innovation performance by facilitating the differentiation and integration of knowledge and improving decision-making processes. Moreover, gender diversity on board and managerial levels is a determinant of SDG reporting adoption by large companies in the low- and middle-income countries in Asia and Africa (Girón, et al. 2020). Previous articles have recognized obstacles and barriers in achieving gender diversity (Bullough, et al. 2021; Pines, et al. 2010; Winn, 2005; Norris and Inglehart, 2001), but researchers have not examined gender diversity, social inclusion, and entrepreneurship in the private and public sectors especially in managerial positions regarding SDG number 5.

This special issue contributes to the literature by presenting the various analytical approaches applied by scholars, activists, policymakers, international organizations, NGOs, public companies and organizations, private companies and organizations to fill the gender gap in managerial positions. With multiple tools presented in the special issue, the ultimate goal is to empower women.

### **Contributions of the Special Issue: Bridging the gap between research and positive real-world change:**

There are many studies on gender and entrepreneurship, but, as observed above, there is a gap in research on gender equality and entrepreneurship *in managerial positions* in particular. This special issue aims to fill this lacuna through this concentration.

We invite topics such as:

- The Labour Market and Gender Discrimination
- Wage Gaps and Gender Discrimination
- Gender and Entrepreneurship
- Gender gaps and Social inclusion in labour markets
- Studying Labour Markets: Gender Gaps at the Managerial level
- Women's leadership and Business Performance
- Gender Diversity, Labour Markets, and Sustainable Development Goals
- Wage Gaps and the Female Labour Market: Impact and Responses
- Gender Differences and Equity Crowdfunding
- Industrializations, Entrepreneurship and Gender Diversity
- Entrepreneurs, Strategic Leaders, and the Gender Gap

**!! Please be sure to consult [the JIWS Policy/Submissions page](#) for submissions guidelines!!**

### **References**

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- 3- Demirgüç-Kunt, A., & Klapper, L. (2012). Financial inclusion in Africa: an overview. The World Bank.
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- 5- Norris, P., & Inglehart, R. (2001). Women and democracy: Cultural obstacles to equal representation. *Journal of democracy*, 12(3), 126-140.
- 6- Pines, A. M., Lerner, M., & Schwartz, D. (2010). Gender differences in entrepreneurship. Equality, diversity and inclusion: An International journal, 29(2), 186-198.
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