

COLLECTIVE VOLUME

CALL FOR CONTRIBUTIONS


“Feminine Management: Between Stereotypes and Challenges”

Important Dates

- **Abstract Submission Deadline** : 25 February 2024
- **Notification of acceptance** : 31 March 2024
- **Full Text Submission** : 30 April 2024
- **Review decisions returned** : 30 June 2024
- **Final paper submission** : 31 July 2024
- **Volume Publication** : November/December 2024

For more information

ouvrages_laremo@estc.ma



Historiography about research on the issue of women in the workplace identifies two major phases of scientific production that reflect challenges strongly related to the context of women within the company. The first period, starting from the 1970s up to the 1980s, witnessed a proliferation of scientific publications on female executives within the company as a new and autonomous research field. This research phase highlights the key challenges faced by women in organizations to “move ahead in their careers.” This period seems to be marked significantly by often-critical trade-offs with their personal lives.¹

Following an extended period of quiescence, the subsequent phase materialized in the 2000s, marked by the emergence of novel scholarly works that signaled a revived intrigue in executives. This epoch brought forth new intricacies, with the theme of women's labor assuming heightened importance within the realm of management disciplines. The discourse notably shifted towards illuminating the pivotal role played by human resource management in implementing professional parity and managing the professional trajectories of female executives².

Nowadays, the issue of women's access to positions of power and responsibility holds significant importance, warranting serious consideration to assess the relevance and veracity of discourses praising “feminine management.”

Studies on the subject of management elucidate the increasing presence of women in the realm of supervision within companies, attributing it to their management style. These studies also challenge prior research that solely focused on male management. Consequently, current knowledge is nuanced. On one hand, some researchers assert that there is no gender difference in management styles between women and men³. On the other hand, it is suggested that women exhibit an interactive, relationship-oriented, transformational, emotional leadership style, encouraging participation, sharing power and information, focusing on motivating subordinates, task and results-oriented, mobilizing networks, and fostering connections between individuals and objectives.⁴


Based on these theoretical and empirical observations, it now seems pertinent to call upon the research community to contribute to this new discourse on feminine management. This book is meant to highlight relevant issues as far as the critical question of “feminine management” is concerned. This issue raises multidimensional venues while addressing the challenges, constraints, stereotypes, and perspectives of a managerial future that remains unpredictable.

¹ LAUFER, J. (1982). *La féminité neutralisée ? Les femmes cadres dans l'entreprise*, Paris : Flammarion

² LAUFER, J., FOUQUET, A. (2001). A l'épreuve de la féminisation, in Bouffartigue P. (dir.), *Cadres : la grande rupture*, Paris : La Découverte, pp. 249-267.

³ CORNET, A., BONNIVERT, S.(2008). Leadership et genre, in Cornet, A., Laufer, J, Belghiti-Mahut, S., (Coord.), *GRH et genre. Les défis de l'égalité hommes-femmes*, Paris : Vuibert, pp. 125-138.

⁴ CHERRET DE LA BOISSIERE, A. (2009). *Leadership au masculin et au féminin*



The call is open to both empirical and theoretical contributions, focusing on the following research lines:

1. **Gender Diversity and Corporate Performance**
2. **Glass Ceiling and Career Management for Women Managers**
3. **Entrepreneurship and Gender**
4. **Feminine Management and Digitalization**
5. **Feminine Management and Cultural Contexts**

Submission Guidelines

Abstracts in French, English, or Arabic, it must adhere to the following guidelines:

- Abstracts should not exceed **500 words**, including keywords.
- Text: Font - Times New Roman **12**, single spacing.
- Margins: Top and bottom - **2.5 cm**, right and left - **2 cm**.
- Title: Centered on the width of the page, font - Times 14, bold, uppercase.
- Author(s) Names: Centered, font - Times 12, regular, including the institution and affiliation laboratory, and email address.

Abstracts should be sent to the following email address: ouvrages_laremo@estc.ma

Chapter Submission

Once the abstracts are reviewed and accepted, researchers interested in contributing to this volume will be able to submit their chapter proposals in French, English, or Arabic. The chapter should not exceed 15 pages, including footnotes, bibliography, and figures, in Word format A4. Tables and figures should be integrated into the text, numbered, and each presented with a title.

- Text: Font - Times New Roman **12**, single spacing.
- Margins: Top and bottom - **2.5 cm**, right and left - 2 cm.
- Title: Centered on the width of the page, font - Times 14, bold, uppercase.
- Author(s) Names: Centered, font - Times 12, regular, including the institution and affiliation laboratory, and email address.

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References

Article: Author(s). "Title of the Article." Journal, vol. Number (Publication Year): pages.

Electronic Article: Author(s). "Title of the Article." Journal, vol. Number (Publication Year): pages. Web. Date of access.

Newspaper Article: Author(s). "Title of the Article." Title of the Newspaper (Date, Year): pages.

Electronic Newspaper Article: Author(s). "Title of the Article." Website Name. Title of the Newspaper, Date Year. Web. Date of access.

Chapter in a Book: Chapter Author(s). "Chapter Title." Title of the Book (Place of publication: Publisher, Year): pages.

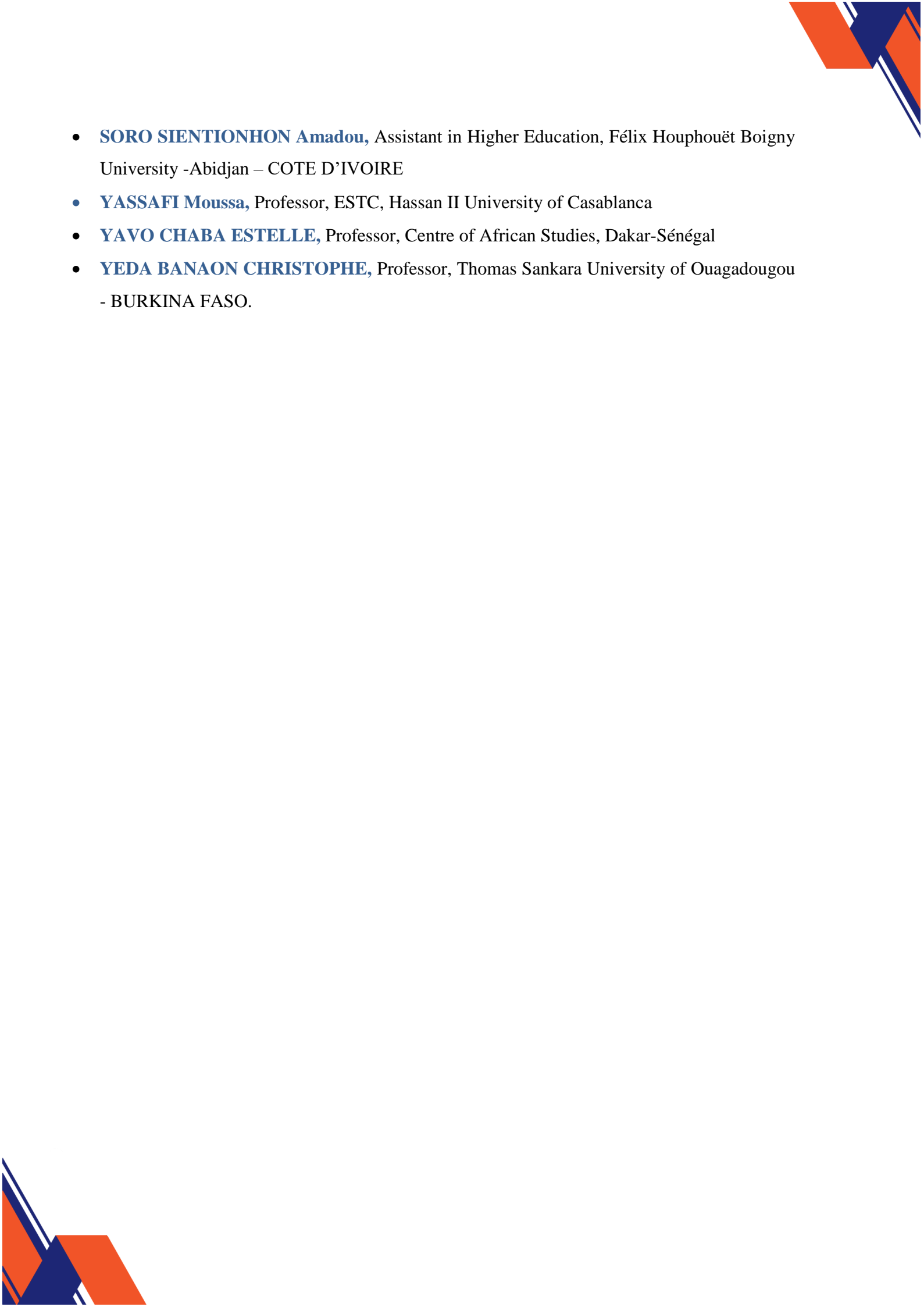
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