

THE SCIENTIFIC REPRODUCTION OF GENDER INEQUALITY

A Discourse Analysis of Research Articles on Women's Entrepreneurship

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This paper addresses a crucial question, namely how the practices involved in what is labeled *research* contribute to the reproduction of gender inequality. Through a discourse analysis of research articles on women's entrepreneurship, I show that, contrary to intentions, this research second-sexes women. I also show *how* this is achieved. Discussing the particular practices that bring this about, I discuss how this seemingly inevitable result may be avoided. The implications go beyond gender issues, however. They entail a challenge of the very basis of management research practices.

Theoretical and methodological departures

I depart from a social constructionist (or post-structuralist) understanding of gender. This means that there is nothing essentially masculine or feminine. These concepts are seen as socially constructed and vary in time and place. This differs from the liberal feminist view that much "women-in-management" research is based on. According to this view, what defines a human is her ability to think rationally and men and women are seen as equally well equipped with this ability. So, they are equally human. Any shortcomings with women must depend on discrimination or structural barriers. These removed, men and women would achieve equally. Liberal feminism thus assumes that men and women are "the same", but the man is the implicit norm (Calás & Smircich, 1996).

It also differs from social feminism, according to which men and women are seen as different¹. Not by birth, necessarily, but through early childhood experiences and continued socializing (Chodorow, 1988; Gilligan, 1982). Women are said to be more relational, caring and ethical than men. According to the post-structuralist view, men and women are neither similar nor different, but gender differences (and similarities) are produced in social interaction. So are gender relations. This production process, as well as the finished product, is the object of this study.

I use a discourse analytical approach, building on Foucault (1972). Foucault defined discourses as "practices which form the object of which they speak" (Foucault 1969/1972:49). Discourses have power implications in that they form what is held as knowledge, and as truth. For example, people drawing upon the discourse of "woman as a mother" might say that "there is nothing more important for children than a safe home with a caring mother". Those drawing upon the discourse of woman as a co-breadwinner might say "women should be able to support themselves financially on equal terms with men". These two discourses have different sorts of implications for the organization of social life, and for men and women. Discourses are therefore important study objects for the social sciences.

The purpose of this particular study is to analyze the discursive production of the female entrepreneur/female entrepreneurship in research texts. In line with the theory presented, research texts are not innocent, objective reflections of social reality. They are co-producers of social reality.

¹ Admittedly simplified, radical feminism, psychoanalytical feminism and early versions of standpoint theory might also be sorted in the "men-and-women-are-different" category.

Scientific Reproduction Of Gender Inequality A Discourse Analysis Of Research Texts On Womens Entrepreneurship

**Anna de Jong, Michael Zisuh
Ngoasong, Albert Nsom Kimbu**



Scientific Reproduction Of Gender Inequality A Discourse Analysis Of Research Texts On Womens Entrepreneurship:

The Scientific Reproduction of Gender Inequality Helene Ahl, 2004 Departing from a social constructionist understanding of gender this book examines how the female entrepreneur is constructed in research articles It finds that even if the texts celebrate women s entrepreneurship they do it in such a way as to recreate women s secondary position in society

Women's Entrepreneurship Maura McAdam, 2022-08-04 Drawing on the entrepreneurial ecosystem as a frame of reference this new edition of *Female Entrepreneurship Women s Entrepreneurship* continues to challenge contemporary assumptions regarding who or what is an entrepreneur It draws upon relevant literature and research to enable research led teaching delivery and provides students with a comprehensive understanding of women s entrepreneurship and a solid foundation from which they can pursue further studies Informative but concise *Women s Entrepreneurship* covers key concepts issues themes and approaches and provides useful suggested topics for debate Updates include a revised chapter on Emerging Technologies and *Women s Entrepreneurship* which explores digital entrepreneurship and cyberfeminism Contextualisation of *Women s Entrepreneurship* acknowledges the broader contextual influences on women s entrepreneurship Finally two new chapters have been added looking at *The Entrepreneurial Ecosystem* and *Women s Entrepreneurship Policy* International case studies explore the socio economic context for women s entrepreneurship in regional national and international economies Pedagogy to aid learning is incorporated throughout including learning outcomes boxes to highlight key research insights and best practice as well as discussion points and activities This book is important supplementary reading on entrepreneurship small business management and women s and gender studies courses it will prove particularly useful to women moving towards starting their own business as well as postgraduate students researching the topic for the first time

Global Women's Entrepreneurship Research Karen D. Hughes, Jennifer E. Jennings, 2012-01-01 *Global Women s Entrepreneurship Research* responds to recent calls from academic researchers and policy analysts alike to pay greater attention to the diversity and heterogeneity among women entrepreneurs Drawing together studies by 26 researchers affiliated with the DIANA International Research Network this collection contributes to a richer and more robust understanding of the field Part I *Diverse Settings* introduces research set in a range of contexts from those rarely examined to those representing more familiar terrains Part II *Diverse Questions* explores new questions and reframes old questions in fresh innovative ways Part III *Diverse Approaches* features studies with distinct methodological approaches that reflect and extend the rigour and creativity of research in this field Together the research assembled in this volume significantly advances knowledge about women s entrepreneurship around the world While the book s primary audience is academic researchers and graduate students working in the areas of women s entrepreneurship as well as entrepreneurship and family business more generally it will also be of interest to scholars working in related research areas

in the sociology of gender work and organizations Policy makers in government and non government agencies as well as profit and not for profit organizations that provide services to or conduct research on women entrepreneurs will also benefit greatly from the insights provided in this unique volume **Gender and Practice** Marcia Texler Segal, Kristy E.

Kelly, Vasilikie (Vicky) Demos, 2019-11-22 This book has an Open Access chapter Throughout the volume expert practitioners situate their real world experiences in the broader intersectional framework employed by their academic colleagues offering policy makers students scholars practitioners and activists concrete examples of how and why gender is central to development **The Routledge Companion to Global Female Entrepreneurship** Colette Henry, Teresa Nelson, Kate

Lewis, 2017-09-19 The literature in female entrepreneurship has witnessed significant development in the last 30 years with the research emphasis shifting from purely descriptive explorations towards a clear effort to embed research within highly informed conceptual frameworks With contributions from leading and emerging researchers The Routledge Companion to Global Female Entrepreneurship brings together the latest international research concepts and thinking in the area With a strong international dimension this book will facilitate comparative discussion and analysis on all aspects of female entrepreneurship including start ups socio economic influences entrepreneurial capital and minority entrepreneurship Reflecting the subject's growing importance for researchers academics and policy makers as well as those involved in supporting women's entrepreneurship through training programmes networks consultancy or the provision of venture capital The Routledge Companion to Global Female Entrepreneurship will be an invaluable reference resource Women's

Entrepreneurship Policy Colette Henry, Susan Coleman, Kate V. Lewis, 2023-01-17 Bringing together scholars from around the world this book provides extensive coverage of the academic literature and research on women's entrepreneurship policy

Contextualising African Studies Christian Harrison, Kingsley Obi Omeihe, 2023-12-12 Presenting ten exciting chapters delving into the socio cultural aspects of African contexts and their profound impact on regional national and international business Contextualising African Studies lays the foundation for a comprehensive exploration of Africa's business landscape

Entrepreneurship and Context Friederike Welter, 2019 This book identifies Friederike Welter's key contribution to entrepreneurship research over recent decades and shows how her work is contextualised in time and place The book gives a differentiated understanding of entrepreneurship and contexts celebrating diversity as well as complexity

Discrimination and Diversity: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources, 2017-05-17 The growing presence of discrimination and isolation has caused negative changes to human interactions With the ubiquity of these practices there is now an increasingly urgent need to close this divide Discrimination and Diversity Concepts Methodologies Tools and Applications provides a critical look at race gender and modern day discrimination and solutions to creating sustainable diversity across numerous contexts and fields Including innovative studies on anti discrimination measures gender discrimination and tolerance this multi volume book is an ideal

source for professionals practitioners graduate students academics and researchers working in equality as well as managers and those in leadership roles **Theoretical Perspectives on Family Businesses** Mattias Nordqvist, Leif Melin, Matthias Waldkirch, Gershon Kumeto, 2015-07-31 Family business has become an increasingly studied field over the last decade and forms one of the fastest growing research areas today The uniqueness of family business is the interaction between two systems the family and the firm leading to speci

Empowering Entrepreneurial Communities and Ecosystems Morgan R. Clevenger, Michael W-P Fortunato, 2022-07-15 Entrepreneurial Communities and Ecosystems Case Study Insights aims to provide applied examples that embody the theories principles and processes that contribute to empowering everyday entrepreneurial communities and ecosystems Relying on a diversity of narratives from a wide range of entrepreneurial communities entrepreneurial ecosystems and organizations this book presents a collection of case studies that take the reader inside the minds of leaders who are working to empower entrepreneurs and build entrepreneurial ecosystems and entrepreneurial communities sometimes from scratch The book features research and stories from entrepreneurs development agencies entrepreneurial support and assistance organizations i e feeders and supports governments and involved citizens and local leaders in their quest to make their communities more entrepreneuring The book presents an analytic frame through which the case studies are cross analyzed providing meta guidelines for pursuing a broad range of strategies for supporting local and regional entrepreneurial action This research volume is equally useful as an undergraduate or graduate text on the sociology of entrepreneurs and entrepreneurship as it is a field guide for ecosystem builders policy makers nonprofits and entrepreneurship and social researchers worldwide **Female Entrepreneurship** Nancy M. Carter, Colette Henry, Barra O. Cinneide, Kate Johnston, 2006-09-27 This informative book is a comprehensive research based text on for educators trainers and policy makers It provides an insightful analysis into the range of issues facing female entrepreneurs around the world along with recommendations as to how support agencies educators and trainers can best respond to the challenge of encouraging more women to get involved in the new business creation Based on a collection of research papers from international scholars based in the UK mainland Europe the USA and Australia it provides a superbly comprehensive analysis of the challenges and opportunities faced by female entrepreneurs worldwide With contributors from Sara Carter Candida Brush John Watson and Elisabet Ljunggren the book helps advance the general understanding of female entrepreneurship and helps set a research agenda on how best to promote female owned led businesses nationally and internationally **Challenging Entrepreneurship Research** Hans Landstrom, Annaleena Parhankangas, Alain Fayolle, Philippe Riot, 2016-06-10 The growth of entrepreneurship research has been accompanied by an increased convergence and institutionalization of the field In many ways this is of course positive but it also represents how the field has become mainstream with the concomitant risk that individual scholars become embedded in a culture and incentive system that emphasizes and rewards incremental research questions while reducing the incentives for scholars to

conduct challenging research This book challenges this status quo from accepted theories methodologies and paradigmatic assumptions to the relevance or lack of for contemporary practice and the impact of key journals on scholars directions in entrepreneurship research An invited selection of the younger generation of scholars within the field of entrepreneurship research adopt a critical and constructive posture on what has been achieved in entrepreneurship research the main assumptions which underly it but also open up new paths for creative entrepreneurship research in the future This is a must read for all scholars educators and advanced students in entrepreneurship research *Entrepreneurial Communities and Ecosystems* Morgan R. Clevenger, Michael W-P Fortunato, 2022-06-24 Entrepreneurial Communities and Ecosystems Theories in Culture Empowerment and Leadership examines the deep sociocultural dynamics supporting effective and emergent entrepreneurial ecosystems and communities for a new generation of ecosystem builders and researchers The book provides current theories and discussion with relevant examples regarding culture empowerment and leadership in entrepreneurship to build more entrepreneurial communities anywhere beginning with any set of local advantages It clarifies the role of community in building an entrepreneurial ecosystem and expands the theory on how entrepreneurial communities and ecosystems differ and how they relate The book also illuminates the often avoided discussion about power with special attention to diversity with examples of Black women and LGBTQA entrepreneurship provides a deep dive into the range of formal and informal education framed as entrepreneurship ties the importance of entrepreneurship and entrepreneuring to resources available at the community state and national levels and introduces a new concept omnipreneurship which puts the skills of entrepreneurship in the service of global benefit and everyday action This research volume will be equally useful as an undergraduate or graduate text on the sociology of entrepreneurs and entrepreneurship as it is a field guide for ecosystem builders policy makers nonprofits and entrepreneurship and social researchers worldwide **Women in Business** Martha Reeves, 2016-12-23 This book combines theory empirical research and practical international case studies to provide students with a comprehensive resource that demonstrates theories on gender alongside their operation in everyday workplace situations Reeves s new edition provides a thorough review of issues important to women in the workplace including gender discrimination and the legal framework for equity at work The book uses case studies to illustrate key themes and introduces several new features including Updated statistics on women s participation in the workforce Updated examples of resources for women in business Two new chapters covering negotiation and influencing skills and women in STEM fields New case studies featuring comparisons between the position of women in the United States and in other countries An instructor s manual with advice suggested answers to the end of chapter questions and additional resources This is a one stop resource for any student interested in gender theory and issues that affect women in the workplace *Management Education and Humanities* Barbara Czarniawska-Joerges, 2006 Academics and managers who strive for a humanistic management education usually care for people but they are challenged by sophisticated intellectual

subjects and practical problems The authors experience competence and commitment enables them to present an extensive coverage of important views and an in depth study of these issues Eduard Bonet ESADE Spain This volume is a timely initiative It resonates with important questions on globalization and its consequences on the unrelenting quest for efficiency and productivity on recent corporate scandals and on the responsibilities of managers and management education This book is a manifesto for an intellectual revolution In a complex and open world managers often bump into the limits of the decontextualized tools associated with mainstream management knowledge and practice Managers have to navigate in a world that is not only economic but also political cultural shaped by history and ethical traditions and preoccupations not only as a mark of social capital but really as a way to enhance their managerial skills and efficiency The role of management education should be to prepare them for that odyssey and this volume tells us that humanities could be a powerful tool in that sense This project is served by a highly legitimate international panel of contributors who collectively point towards an alternative for management thinking and management education Marie Laure Djelic ESSEC Business School France Management Education and Humanities argues that management teachers and researchers seem to be increasingly dissatisfied with the way managers are usually educated in western countries It claims that educational practices and methods would greatly benefit from reflection on the implicit assumptions and paradigms behind those practices and debates the role that humanism and humanities might play in the formation of new managerial lites The book examines three themes that have emerged as central to the contemporary debate on management education the profession of management humanism as a philosophy and worldview and the humanities as an academic field where management schools could find new inspirations for curricula All three themes are scrutinized in a frame of reference extended between two different points of view the traditional view with its tendency to idealize and even sometimes romanticize humanism the humanities and management as a social function and the past modern view which is inclined to skepticism and to the deconstruction of social and cultural phenomena Providing a lively account of this ongoing debate and exploring new trends and experiences in management education this book will be invaluable reading for teachers students and researchers of management management strategy and organizational behaviour

Gender, Tourism Entrepreneurship and Social Policy Anna de Jong, Michael Zisuh Ngoasong, Albert Nsom Kimbu, 2024-11-07 This timely volume is a novel and important contribution to scholarly literature on gender and tourism entrepreneurship utilising feminist and post colonial frameworks to interrogate the role of social policies in facilitating inclusive tourism entrepreneurship Drawing on contributions and case studies from across the Global South and Global North this multi disciplinary collection identifies how regional variations in governance and policy influence the experiences and potentialities of tourism entrepreneurship as a promised avenue for inclusive growth for marginalised identities Problematizing universalised constructions of entrepreneurs as necessarily masculine western and driven only by economic imperatives that seek to fix and dislocate entrepreneurial support this volume takes

focus with place based approaches to explore the intersections between identity tourism entrepreneurship and social policy It is this geographically informed perspective that seeks to account for the complexity of entrepreneurial experience and the role of social policy within this that constitutes an original contribution to the field The focus on gender and social policy reflects the increasing importance of tourism entrepreneurship within the context of the UNWTOs Sustainable Development Goals This book will be a pivotal resource for students researchers academics and policy makers in tourism gender studies development studies sustainability and business *Gender Equality from a Modern Perspective* Tanusree

Chakraborty,Nandita Mishra,Ashok Natarajan,Bipasha Chatterjee,2023-10-20 Attempts to eliminate or reduce gender inequality have been made by governments international organizations NGOs policymakers and private organizations However the evidence still shows that the gender gap exists from womb to tomb from parental treatment to corporate leadership and even the genders psychologically different identity for that matter The question however arises with laws and regulations formed on gender disparity bills becoming acts society becoming broader in their outlook and adopting inclusivity in terms of gender in different spheres Are we still able to claim that we are addressing gender inequality enough This volume explores the disparity between genders in terms of the labor market and career advancement child rearing practices education financial literacy work life balance pay gaps and economic development to name a few areas It focuses on the robust themes of the gender gap from a modern perspective to enhance our understanding of gender inequality in today s world

Handbook of Research on New Venture Creation Kevin Hindle,Kim Klyver,2011-01-01 This comprehensive Handbook provides an essential analysis of new venture creation research the eminent contributors critically discuss and explore the current literature as well as suggest improvements to the field They reveal a strong sense of both the state of the art what has and has not been done in new venture creation research and the state of the could be future directions the field should take to improve knowledge the Handbook comprises nineteen chapters divided into four main sections setting the agenda theoretical perspectives data and measurements and new venture creation through contextual lenses This path breaking Handbook has allowed experienced new venture researchers to tell the world not only where the field has been but also where it should be going Their responses have provided an insightful and stimulating resource that will be of great practical value to researchers working in this vital and rapidly expanding subject Students and practitioners interested in understanding leading edge thinking in the field of new venture creation will also find this Handbook invaluable

Human Resource Management in Small Business Cary L. Cooper,Ronald J. Burke,2011-01-01 Human Resource Management in Small Business fills a gap in our understanding of economic performance Small businesses are more numerous have more employees and contribute more to the economies of nations throughout the world than do large organizations This book examines a range of issues including the significance of human resource management HRM practices to small business success the management of work hours and work stressors work and family issues succession planning employee recruitment

and selection and managing staff It also explores how individuals develop HRM skills and learn from their own and others experiences The role of HRM practices in successful small businesses is illustrated through a range of case studies Including contributors who are internationally recognized academics from a range of countries this book will prove to be an essential resource for postgraduate students and academics in management Professional managers and owners in SMEs will also discover great insights from this admirable book

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