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# Women in management: perspectives from the European Academy of Management

[Adelina Broadbridge, Jeff Hearn](#) 

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GUEST EDITORIAL  
**Women in management:  
perspectives from the European  
Academy of Management**

Guest editorial

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Adelina Broadbridge

*Department of Marketing, University of Stirling, Stirling, UK, and*

Jeff Hearn

*Swedish School of Economics and Business Administration, Helsinki, Finland  
University of Huddersfield, Huddersfield, UK*

**Abstract**

**Purpose** – To introduce the special issue.

**Design/methodology/approach** – A brief description of the Gender and Management track at the European Academy of Management Conference and an outline of the papers in the issue.

**Findings** – The track examined various issues and the papers chosen from the track for the special issue are closest to the central concerns of the journal.

**Originality/value** – Provides a summary of the perspectives considered.

**Keywords** Women, Management power, Europe

**Paper type** Viewpoint

This special issue arises from the track on “Gender and Management” that we convened at the European Academy of Management Conference (EURAM), held with the general theme of “Governance in Managerial Life” at the University of St Andrews, Scotland, 5-8 May 2004 ([www.st-andrews.ac.uk/~euram04/](http://www.st-andrews.ac.uk/~euram04/)).

The track aimed to examine a variety of issues:

- the gender structuring of management and organizations;
- the role of gender in the ways managers conduct themselves;
- women in management, and men in management;
- the presence, absence and development of corporate policies on gender, gender equality and equal opportunities;
- cross-cultural and transnational research on gender issues in the governance of managerial life;
- gender questions within management theory and research on management;
- the specificity of European contributions to gender in management, and impact of European gender systems on management;
- theoretical analysis of gender in management and organisations;
- comparison and contrasting of gendered organisational structures, policies, and cultures; and
- the contribution of gender perspectives to governance in managerial life.



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