

Constructing Women S Leadership Representation In The Uk

The struggle for the advancement of women's rights and gender equality globally is impossible without strong women's organizations and movements to provide leadership and momentum. But what does a strong women's organization look like? And what does it take to create effective and sustainable women's movements? This groundbreaking collection of essays by activists from all corners of the globe explores what it means to be an influential women's organization, and what it takes to build the kinds of movements needed to transform women's lives. From how to build successful participatory democratic processes and implement shared leadership models, to lessons on overcoming internal organizational divisions, the case studies in this collection focus not only on the "what" but also the "how" of movement building. Those concerned with how to effect sustainable change will find not only much food for thought, but also an abundance of creative ideas and innovative strategies - served up with a uniquely feminist twist.

"[Why Don't Women Rule the World?] is unlike other texts in its comparative approach and strong theoretical underpinnings. It has interesting pedagogical features that will resonate with comparative scholars, Americanists and those who integrate public policy analysis into the course." —Rebecca E. Deen, University of Texas at Arlington Why don't women have more influence over the way the world is structured? Written by four leaders within the national and international academic caucuses on women and politics, *Why Don't Women Rule the World?* helps students to understand how the underrepresentation of women manifests within politics, and the impact this has on policy. Grounded in theory with practical, job-related activities, the book offers a thorough introduction to the study of women and politics, and will bolster students' political interests, ambitions, and efficacy. Key Features: A comparative perspective expands students' awareness of their own intersectional identities and the varying effects of patriarchy on women worldwide. A variety of policy areas highlighted throughout the book illustrates how different theories are applied to real-world situations. Multiple political engagement activities keep students engaged with the content.

Most people are aware of the large and persistent gender imbalance in elected office at all levels of government in Canada, but few appreciate the far greater imbalance that occurs outside of large cities. This deficit arises not from rural voter bias, but from low numbers of female candidates running for winnable seats. The question of why there are so few female candidates has been difficult to answer, largely because we know so little about the pool of potential candidates. *Rural Women's Leadership in Atlantic Canada* presents results from a regional field-based study, which confronted this challenge directly for the first time. Louise Carbert gathered together small groups of rural community leaders (126 women in all) throughout the four Atlantic provinces, and interviewed them about their experiences and perceptions of leadership, public life, and running for elected office. Their answers paint a vivid picture of politics in rural communities, illustrating how it intersects with family life, work, and the overall local economy. Through discussion of their own reasoned aversion to holding elected office, and of resistance encountered by those who have put their names forward, the interviewees shed much-needed light on the pervasive barriers to the election of women. Carbert not only contextualizes the results in terms of economic and demographic structures of rural Atlantic Canada, but also considers points of comparison and contrast with other parts of the country.

Namibia's goal by 2020 is to achieve 50/50 representation of men and women at all levels of decision making. With only 24.4% of its parliament being represented by women, Namibia is far from achieving that goal. The purposes of this case study were to examine the reasons behind Namibia's imbalanced representation of women in political decision making and identify actions that the government and people of Namibia can take to close the gender gap in political representation. This study used in-depth interviews with 8 purposefully selected Namibian members of parliament, 4 men and 4 women, and a review of parliamentary records and media reports. Results revealed that women face sizable obstacles in seeking election to parliament, in spite of laws and policies to promote gender equality and women's rights. Recommendations include building women's leadership capacity, demanding accountability from political parties, and reforming laws. The study should provide evidence for advocates and legislators to work for attitudinal changes, eliminating barriers, and reforming electoral law to foster women's equal political representation and improve the conditions of women.

This book focuses on the increase in female leadership over the last fifty years, and the concrete benefits and challenges this leads to in organizations. It moves beyond the typical focus on developed, Western contexts and answers the call for research on how women in emerging markets rise above the proverbial "glass ceiling". The authors integrate two underdeveloped topics that are highly relevant to modern business: women in leadership roles, and women in emerging markets. They examine how women leaders in a range of professional services—including accounting, consulting, law, engineering and medicine—have managed to navigate their careers while considering the role emerging markets play in their work. Based on cutting-edge research, the topics are brought to life through examples and profiles of leading women across Africa, the Middle East and the Far East. These narratives, told in the leaders' own words, are key to understanding women's achievements and the barriers they face. Students of leadership, diversity, gender studies, and human resource management will learn much from this insightful book.

This timely *Handbook of Research Methods on Gender and Management* exemplifies the multiplicity of gender and management research and provides effective guidance for putting methods into practice.

During the European elections of 2014, one of the main issues raised by the media was the electoral performance of so called 'populist parties'. The electorate confirmed its deep dissatisfaction with mainstream political parties, voting for far right parties in parliamentary elections in Northern Europe (Austria, Denmark, Sweden), Eastern Europe (Hungary, where the deeply anti-Semitic Jobbik party gained votes) and in France (where the French National Front won about a quarter of the vote), while in the Southern European countries, battered by austerity policies, it was the radical right and left in Greece (Golden Dawn and Syriza) and the radical left in Spain (Podemos) that obtained excellent scores. This book examines the growing trend towards far and extreme right populism that has emerged prominently in Northern (Finland), Western (Austria, Denmark, France, the UK), Southern (Greece, Italy) and Central/Eastern Europe (Slovenia, Bulgaria) since the 1990s. Providing a critical understanding of current European trends and analysing the complex phenomena covered by the notion of populism, this book will be of interest to students and scholars researching right-wing politics, as well as European politics more generally. *India's 2009 Elections* is an inquiry into the 15th General Elections of India. It explores how the elections played out, what factors influenced the electorate, and how the elections are an important contribution to India's democracy. Authored by renowned scholars and analysts from various backgrounds, the collection of articles critically examines multiple areas of the Indian polity: - Coalition and alliance politics, representation, national integration, and women's participation. - Dominant party, competitive two-party and multi-party states including Gujarat, West Bengal, Rajasthan, Kerala, Maharashtra, Karnataka, Andhra Pradesh, Bihar, Jammu and Kashmir, and the northeast states. - Caste, tribal, and ethnic politics. According to the contributors, the public outcome of the 2009 elections indicated a demand for integrity, continuity, and competence-values that were considered almost obsolete in today's political scenario. At the same time, the contributors admit to problems in structure, providing for minority cultures, stability, and contentious public policy issues.

Women's Leadership challenges traditional concepts of leadership that draw on the male experience and offers an alternative construction that emerges from the female experience. Highlighting leadership's social, cultural and political roots, the authors argue that leadership is neither a free floating nor a gender neutral concept.

The book is bringing to fore new ways and approaches to governance in Africa and it underscores what politics can do in realizing this to modern states, including those in Africa. It captures the beyond 21st Century moment for Africa in lieu of the vast resources

associated with the continent. The questions asked pertinently in the book include; What should a new Africa (same resources, same methods of governance, recycled leadership, Western leaning academicians, same traditional export-import trade) entail? The authors yearn for good agricultural forms, profitable business models, seeing ills and rectifying them, and dealing with power dispositions responsibly.

Moving seamlessly from the global to the local, from the politics of institutions to the theoretical apparatus through which we analyse peace and security governance, the contributions to this volume draw attention to the operations of gendered power in peacebuilding across diverse contexts and explore the possibilities of gender-sensitive, sustainable peace. The authors have wide-ranging expertise in gendered analysis of the peacebuilding practices of international and national organisation, detailed and complex qualitative analysis of the gendered politics of peacebuilding in specific country contexts, and feminist analysis of the tools we use to think with when approaching contemporary debates about peacebuilding. The volume thus serves not only as a useful marker of the development of feminist encounters with peacebuilding but also as a foundation for future scholarship in this area. This book was originally published as a special issue of the journal *Peacebuilding*.

Despite its recognized significance in social life, leadership is a notoriously elusive subject that generates a host of different points of explanatory focus. This is particularly so in the field of political leadership, which has been afflicted by an enduring split between the biographical idiosyncrasies of individual leaders and the specialist contributions from an array of social science disciplines. This new study is designed to establish an improved balance between this often myopic and confusing bifurcation of approaches. It engages with an expansive range of empirical, theoretical, and interpretive research into the issue of leadership but does so in a way that ensures that the political character of the subject is kept securely in the foreground. The project is therefore designed to maintain a clear emphasis upon leaders embedded in their political contexts and viscerally connected to high level issues of political location and status, political power and legitimacy, and political functions and contingencies. The book has a cumulative design that moves from an in-depth analysis of the basic components of political leadership to an examination of a series of key dimensions relating to leadership activity and development—namely the themes of representation, communication, marketing, business practice, and the issue of women leaders. It goes on to survey the developmental properties of the international sphere before concluding with a substantive review of the changing landscapes of contemporary leadership activity and the different ways that we come to terms with the theme of political leadership in an increasingly complex world.

Management communication encompasses a wide range of practices that define modern organizations. Those practices are, in many respects, constituted, formed and contextualized by the use of language. This handbook traces the theoretical modelling of these practices by contemporary research. It explores their linguistic features and performance in specific situations of value creation and in various modes. It is a companion for students and scholars of applied linguistics and organizational communication as well as management and strategy research.

This book provides readers a comprehensive overview of the role of female higher education administrators in China. On the basis of more than 7,500 collected CVs, it compares and discusses different groups of female university administrators in China. The study found that the number of female university administrators in China is far lower than that for their male counterparts with a majority serving as deputies to more senior leaders. Female administrators have more political responsibilities, which are important in China, than administrative responsibilities. Using logistic regression models, the authors analyse and discuss factors that have negative impacts on the career paths of female administrators. Furthermore, by examining their biographies, the authors give suggestions on characteristics that helped these female administrators succeed. The book is intended for researchers and students who are interested in higher education in China. More specially, it will benefit those readers who are interested in the topics of gender equality in China's higher education administration and the role of female administrators in higher education. Additionally, the information provided here could help policymakers and university administrators, in China and around the world, to make more informed decisions.

This book introduces the human right to adequate food and nutrition as evolving concept and identifies two structural "disconnects" fueling food insecurity for a billion people, and disproportionately affecting women, children, and rural food producers: the separation of women's rights from their right to adequate food and nutrition, and the fragmented attention to food as commodity and the medicalization of nutritional health. Three conditions arising from these disconnects are discussed: structural violence and discrimination frustrating the realization of women's human rights, as well as their private and public contributions to food and nutrition security for all; many women's experience of their and their children's simultaneously independent and intertwined subjectivities during pregnancy and breastfeeding being poorly understood in human rights law and abused by poorly-regulated food and nutrition industry marketing practices; and the neoliberal economic system's interference both with the autonomy and self-determination of women and their communities and with the strengthening of sustainable diets based on democratically governed local food systems. The book calls for a social movement-led reconceptualization of the right to adequate food toward incorporating gender, women's rights, and nutrition, based on the food sovereignty framework.

This volume of diverse contributions revisits the European religious construction of the Indian Other. In their attempt to identify their European Self, missionaries from Germany constructed India as their Other and archived such constructions. Such archival narratives epitomize the conviction of these missionaries in their Christian faith and their belief in the superiority of the European Self. These narratives, however, provide readers (for whose eyes they were not meant originally) with spaces to locate their own past and to identify their own Self. (Series: *Studies on Oriental Church History / Studien zur Orientalischen Kirchengeschichte* - Vol. 45)

This book is an interdisciplinary anthology grounded in scholarly research that offers a concise but in-depth examination and exposition of leadership that helps readers better grasp the basics of the various aspects of Asian leadership and examines the practices of Asian women leadership across sectors in Asian and western countries. While many leadership books effectively describe leadership styles and/or outline various approaches to leadership, this book focuses on Asian women leadership and illustrates performed styles, experiences, opportunities, challenges and management strategies across sectors ranging from higher education, business, nonprofit organizations, the media industry, politics and social movement to immigration, using both quantitative and qualitative approaches. It can serve as a handy reference for aspiring women leaders, academic researchers, general readers and students who want to study Asian women leadership, work in Asian societies and/or work with Asians.

Research Methods in Human Resource Management is a key resource for anyone undertaking a research report or dissertation. It covers the planning and execution of HRM research projects, from investigating and researching HR issues to designing and implementing research and then evaluating and reviewing the results. Filled with international examples to provide a global perspective, this fully updated 4th edition of Research Methods in Human Resource Management balances theoretical frameworks and practical guidance. Fully updated throughout, this edition now includes increased discussion of methodological issues, more real-life examples and international case studies and best practice sample literature reviews and write-ups. 'Review and Reflect' sections at the end of each chapter help to consolidate learning and explain how it can aid professional development. This book is fully mapped to the CIPD Level 7 Advanced module on Investigating a Business Issue from an HR Perspective, and multiple-choice questions and a glossary of terms help students understand the key concepts and use the terminology confidently. Online supporting resources for lecturers include an instructor's manual and lecture slides and there are annotated web links, further reading and new reflective questions for students.

The Australian workforce is amazingly diverse, with men and women bringing a huge range of cultural backgrounds, skills and life experiences to their jobs. But this diversity, with all its potential for cleverness and creativity, is not reflected in the ranks of senior business and corporate leaders. Amanda Sinclair argues that Australian organisations are clinging to an outdated concept of leadership. We expect our leaders to be a certain type of person—a tough, heterosexual male. Drawing on interviews with senior executives, male and female, she shows convincingly why our faith in this traditional style of leadership is so strong—and misplaced. *Doing Leadership Differently* is essential reading for both established and aspiring executives and managers. It offers a challenging and original analysis of: why the traditional style of leadership has failed us how men as well as women can benefit from understanding how gender shapes leadership style how to put power and sexuality at the heart of effective leadership ways of widening the pool of Australian leadership talent.

From women's participation in national elections to female decision-making in community livelihood initiatives, this book highlights three main approaches to strengthening women's leadership and participation: Overcoming structural barriers, supporting women, and encouraging women to carry out leadership roles effectively for progressive purposes.

This e-only volume expands and updates the original 4-volume *Encyclopedia of Women in Today's World* (2011), offering a wide range of new entries and new multimedia content. The entries reflect such developments as the Arab Spring that brought women's issues in the Islamic world into sharp relief, the domination of female athletes among medal winners at the London 2012 Olympics, nine more women joining the ranks of democratically elected heads of state, and much more. The 475 articles in this e-only update (accompanied by photos and video clips) supplement the themes established in the original edition, providing a vibrant collection of entries dealing with contemporary women's issues around the world.

This textbook provides students across Social Sciences, Humanities, Politics, and International Studies with an in-depth understanding of the issues, policies, and strategies for addressing the symptoms and root causes of violence against women (VAW) in sub-Saharan Africa. This text uses the United Nations Security Councils Resolution 1325 (UNSCR 1325) on Women, Peace and Security in Eastern and Southern Africa as a framework to present the causes and impacts of VAW and to trace the journey of sub-Saharan African countries toward gender equality. It also provides an overview of the policy and legislative frameworks that underpin the progress, challenges, and achievements of addressing VAW based on four key pillars: prevention, protection, participation, and relief and recovery. Chapters provide a wealth of knowledge, as the book draws on academic literature; national, regional, and international legislations; and data collected from field research, and makes use of end-of-chapter discussion questions and quick study guides. Students will come away equipped with the tools, resources, and knowledge necessary to address and fix VAW in sub-Saharan Africa and beyond. Francis Onditi heads the School of International Relations and Diplomacy in Riara University, Kenya and was recently enlisted as a Distinguished Author and Professor of Research at the Institute of Intelligent Systems, University of Johannesburg, South Africa. He is the 2019 recipient of the AISA Fellowship awarded by the Human Sciences Research Council (HSRC), South Africa. He is a widely published pan-African peace researcher with numerous research papers in peer reviewed journals. He has authored/coedited 3 books including *Conflictology: Systems, Institutions and Mechanisms in Africa*. Josephine Odera is the immediate former Director of Africa Centre for Transformative & Inclusive Leadership (ACTIL). She formerly served as Regional Director, West and Central Africa, UN Women; Regional Advisor, Leadership & Governance at the United Nations Women Regional Office for East and Southern Africa; and taught at the University of Nairobi's Institute of Diplomacy & International Studies (IDIS). She currently serves as a conflict & mediation expert in various African countries.

This volume is the first to bring together analysis of contemporary female religious leadership in ideologically-diverse Muslim communities in the Middle East, Asia, Africa, Europe, and North America, with chapters discussing the emergence, consolidation, and impact of female Islamic authority.

There is increasing academic interest in how Pierre Bourdieu's sociology can be applied to management and organization studies (MOS). In a context of increasing complexity faced by organizations and those who work in them due to globalization, neoliberalism, austerity, financial crisis, ecological issues, populism and developing technologies, there is untapped potential to use Bourdieu's theoretical inventions to arrive at greater understandings of how change, transition and crisis shape work, organizational life as well as relations between different organizational and sectorial fields. This book aims to take a specific focus on the relational nature of Bourdieu's work and its relevance for contemporary organizations. It provides empirically-grounded examples that showcase the explanatory strength of Bourdieu's intellectual concepts, such as field, habitus, capital, hexis, hysteresis, symbolic power, symbolic violence, doxa, illusio as applied to the current challenges within MOS. Such challenges include issues resulting from globalization,

neoliberalism, financial crisis, ecological crisis, populism and developing technologies, to name but a few; and added to those, a global pandemic. The twelve chapters presented in this book study a great variety and range of organizational phenomena that are organized into three thematic sections: 'Neoliberalism, fields and hysteresis', 'Global and national movements as sites for competition and symbolic domination' and the 'The emergence and transformation of professional fields'. The chapters show a concern with the challenges and opportunities such developments offer to MOS scholars and to managers and employees in public and private sector organizations. It will be of interest to researchers, academics and students in the fields of organizational studies, critical management studies, human resource management and sociology.

This book explores how the UK press constructs and represents women leaders drawn from three professional spheres: politics, business, and the mass media. Despite significant career progress made by women leaders in these professions, many British newspapers continue to portray these women in stereotyped and essentialist ways: the extent to which this occurs tending to correspond with the political affiliation and target readership of the newspaper. The author analyses news media articles through three fresh perspectives: first, Kanter's women leader stereotypes, second, a feminist agenda spectrum and third, a new 'reflexive' approach based on Feminist Poststructuralist Discourse Analysis. This book will appeal strongly to students and scholars of discourse analysis and media studies, and anyone with an interest in language, gender, leadership and feminism. A practical introduction to qualitative research across fields and disciplines *Qualitative Research in Practice* offers a hands-on introduction to qualitative research design, methods, data, and analysis. Designed as a companion text for any course involving qualitative research, this book explores the different types of qualitative studies with relevant examples and analysis by the researchers themselves. The workbook format makes it easy to use in the classroom or the field, and the depth of information makes it a valuable resource for students of social work, psychology, counseling, management, education, health care, or any field in which qualitative research is conducted. While quantitative research is primarily concerned with numerical data, qualitative research methods are more flexible, responsive, and open to contextual information. To a qualitative researcher, a situation is defined by the participants' perspectives, making it the primary method of inquiry for understanding social phenomena through the lens of experience. This book introduces the essentials of qualitative research, bolstered by expert analysis and discussion that provides deeper insight than a traditional textbook format would allow. Understand the fundamental nature of qualitative research Learn how to accurately assess and evaluate qualitative research Explore qualitative research's many forms and applications Gain insight on qualitative research in a variety of fields and disciplines How does one codify an experience? Is it possible to measure emotion in units? Qualitative research fills the void where numbers cannot reach. It is the best tool we have for studying the unquantifiable aspects of the human experience, and it is an essential tool in a wide variety of fields. *Qualitative Research in Practice* provides translatable skills in a practical format to quicken your transition from "learning" to "using."

Following significant increases in women's electoral representation in the 1980s and '90s, progress has stalled. Today, there are only a few more women in Canada's parliament and legislatures than a decade ago. What has happened to the representational gains for women and why does gender parity remain so elusive? To answer these questions, *Stalled* provides a detailed road map of women's political representation as candidates, office-holders, cabinet ministers, party leaders, and as representatives of the Crown at all levels of government across Canada. Comprehensive and accessible, this volume makes clear that women are far from achieving equality in sites of formal political power.

Despite real progress, women remain rare enough in elite positions of power that their presence still evokes a sense of wonder. In *Through the Labyrinth*, Alice Eagly and Linda Carli examine why women's paths to power remain difficult to traverse. First, Eagly and Carli prove that the glass ceiling is no longer a useful metaphor and offer seven reasons why. They propose the labyrinth as a better image and explain how to navigate through it. This important and practical book addresses such critical questions as: How far have women actually come as leaders? Do stereotypes and prejudices still limit women's opportunities? Do people resist women's leadership more than men's? And, do organisations create obstacles to women who would be leaders? This book's rich analysis is founded on scientific research from psychology, economics, sociology, political science, and management. The authors ground their conclusions in that research and invoke a wealth of engaging anecdotes and personal accounts to illustrate the practical principles that emerge. With excellent leadership in short supply, no group, organisation, or nation can afford to restrict women's access to leadership roles. This book evaluates whether such restrictions are present and, when they are, what we can do to eliminate them.

Explores the potential for trade unions to defend the socioeconomic rights of women.

This multidisciplinary volume brings together wide-ranging empirical research that goes behind the scenes of diverse organizations dealing with business, politics, law, media, education, and sports to unravel stereotypes of discursive leadership practices as they unfold in situ. It includes contributions that explore how leadership discourse is impacted by increasing pressures of "glocalization" (the need to communicate across cultures and languages), "mediatization" (leaving ubiquitous digital traces), standardization (with quality management programmes negotiating organizational procedures), mobility (endless fast-paced long distance synchronization) and acceleration (permanent co-adaptation and change). The discussion of purposefully chosen case studies moves beyond questions of who is a leader and what leaders do, to how leadership stereotypes are being challenged in various communities of practice, and thereby making change possible. Cross-cultural and interdisciplinary approaches are used to get deeper insights into the competing, multi-voiced, controversial and complex identities and relationships enacted in leadership discourse practices.

Violence against women is usually framed as an issue of interpersonal violence perpetuated by men. While domestic violence and sexual assault are significant social problems, such a narrow framing obscures the diversity of women's experience, fails to illuminate the role social structures play, and excludes discussions of workplace and state violence. By drawing on a range of theoretical traditions emerging from feminism, criminology, and sociology, *Women and Gendered Violence in Canada* significantly expands the conversation on violence against women. The first section of the book develops the conceptual and contextual framework that informs the remainder of the text, and the following three sections are organized around types of victimization: interpersonal, labour site, and state. Each chapter ends with lists of suggested activities, and first person narratives are integrated throughout to personalize the material and issues being examined.

The Nordic countries have long been seen as pioneers in promoting gender equality. The book brings together scholars from the

global South and post-socialist economies to reflect on Nordic approaches to gender equality. The contributors to the book seek to explore from a comparative perspective the vision, values, policies, mechanisms, coalitions of interests and political processes that help to explain Nordic achievements on gender equality. While some contributors explore the Nordic experience through the prism of their own realities, others explore their own realities through the Nordic prism. By cutting across normal geographical boundaries, disciplinary boundaries and the boundaries between theory and policy, this book will be of interest to all readers with an interest in furthering gender equality.

Though the proportion of women in national assemblies still barely scrapes 16% on average, the striking outliers – Rwanda with 49% of its assembly female, Argentina with 35%, Liberia and Chile with new women presidents this year – have raised expectations that there is an upward trend in women's representation from which we may expect big changes in the quality of governance. But getting women into public office is just the first step in the challenge of creating governance and accountability systems that respond to women's needs and protect their rights. Using case studies from around the world, the essays in this volume consider the conditions for effective connections between women in civil society and women in politics, for the evolution of political party platforms responsive to women's interests, for local government arrangements that enable women to engage effectively, and for accountability mechanisms that answer to women. The book's argument is that good governance from a gender perspective requires more than more women in politics. It requires fundamental incentive changes to orient public action and policy to support gender equality.

Discourse and Crisis: Critical perspectives brings together an exciting collection of studies into crisis as text and context, as unfolding process and unresolved problem. Crisis is viewed as a complex phenomenon that – in its prevalence, disruptiveness and (appearance of) inevitability – is both socially produced and discursively constituted. The book offers multiple critical perspectives: in-depth linguistically informed analyses of the discourses of power and collaboration implicated in crisis construal and recovery; detailed examination of the critical role that language plays during the crisis life-cycle; and further problematization of the semiotic-material complexity of crisis and its usefulness as an analytical concept. The research focus is on the discursive and interactive mediation of crisis in organizational, political and media texts. The volume contains contributions from across the world, offering a polyphonic overview of 'discourse and crisis' research. This impressive volume will be useful to researchers and academics working on the intersection of crisis, language and communication. It is also of interest to practitioners in organizational management, politics and policy, and media.

Could language be a reason why women are under-represented at senior level in the business world? Using data from senior management meetings, this book explores how female leaders use language to achieve their business and relational goals by arguing that senior women have to develop linguistic expertise in order to be effective leaders.

This book examines common issues and concepts concerning women in non-traditional, male dominated occupations. It explores the question of whether these women are the agents of change or are instead changed themselves. It provides a statistical examination and theoretical analysis of occupational sex segregation in the UK, the rest of the European Union, and the USA. Then, it provides a more in-depth understanding of women's work lives through the experiences of the women themselves in four occupations; management, academia, engineering and the priesthood.

This volume brings together two hitherto disparate domains of scholarly inquiry: organization and management studies on the one hand, and the study of visual and multimodal communication on the other. Within organization and management studies it has been recognized that organizational reality and communication are becoming increasingly visual, and, more generally, multimodal, whether in digital form or otherwise. Within multimodality studies it has been noted that many forms of contemporary communication are deeply influenced by organizational and managerial communication, as formerly formal and bureaucratic types of communication increasingly adopt promotional language and multimodal document presentation. *Visual and Multimodal Research in Organization and Management Studies* integrates these two domains of research in a way that will benefit both. In particular, it conceptually and empirically connects recent insights from visual and multimodality studies to ongoing discussions in organization and management theory. Throughout, the book shows how a visual/multimodal lens enriches and extends what we already know about organization, organizations, and practices of organizing, but also how concepts from organization and management studies can be highly productive in further developing insights on visual and multimodal communication. Due to its essentially interdisciplinary objectives, the book will prove inspiring for academics and scholars of management, the sociology of organizations as well as related disciplines such as applied linguistics and visual studies.

Gender, Media, and Organization: Challenging Mis(s)Representations of Women Leaders and Managers is the fourth volume in the *Women and Leadership: Research, Theory, and Practice* series. This cross-disciplinary series from the International Leadership Association draws from current research findings, development practices, pedagogy, and lived experience to deliver provocative thinking that enhances leadership knowledge and improves leadership development of women around the world. This volume addresses the lack of critical attention in leadership research to how women leaders and professionals are represented in the media. The volume acts as a companion piece to a Seminar Series, funded by the UK's Economic and Social Sciences Research Council (ESRC), to address this gap in the research. The lack of research interrogation of gendered media representations of women leaders and professionals is a surprising omission given the wealth of evidence from stakeholders outside academia revealing that women, and women leaders, continue to be underrepresented across all forms of media outlet. This volume contributes to social change, equality, and economic performance by raising consciousness about women's lack of representation in the media and challenges gendered mis(s)representations of women professionals and leaders in the media through the presentation of a range of empirical investigations and methodological approaches. The volume contributors use various theories and conceptualizations to problematize and analyze women's limited representation in the media, and the gendered

representations of women professionals and leaders. Together, the volume's 14 chapters reflect the beginning of a rich, diverse, emergent strand of academic research that interrogates relationships between the media in its multiple forms and women's leadership. Illuminating the positioning of women leaders and professionals as both complex and problematic, these chapters offer an important agenda for management and organization scholars. They attest to the need to describe and make visible women's mis(s)representations in the media while drawing attention to the importance of situating these mis(s) representations in the broader social, economic, historical, cultural, and political context as a means to gain insight into their development and evolution. As a rich and diverse site of research, examination of the media calls for a broad methodological repertoire. The chapters in this book draw from multiple sources and include, among others, the development of thematic analysis to illuminate stereotypes, the use of critical discourse analysis to understand professional women's experience, a rhetorical analysis of the covers of Time magazine, and an interrogation of the power dynamics manifested in the media's practice of nicknaming women leaders. Gender, Media, and Organization is a first step in stimulating further research that poses critical questions concerning gendered and sexualized representations of women leaders in textual and visual forms, and considers the media's influence on gender equality and social justice. The chapters offer fruitful avenues for future research to continue the momentum of challenging gendered media representations of women leaders and professionals.

This volume brings together international experts to examine and compare women in local government and features case studies on the US, UK, France, Germany, Spain, Finland, Australia and New Zealand.

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