SOUTH AFRICAN JOURNAL OF
BUSINESS MANAGEMENT

Invitation from the *South African Journal of Business Management* to contribute to the Special Edition: Women in business in Africa

Submission due date: **30 June 2020**

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Background to the special issue:

The *South African Journal of Business Management* (SAJBM) has been disseminating research that has real significance for management and leadership theory and practice. The focus of the journal falls into two categories within the business environment, namely managerial and leadership theory and management and leadership practice.

A review of the articles published in the SAJBM, specifically relating to women employees, managers, leaders and entrepreneurs, revealed that twelve articles were published over a 40 year period, with the first, authored by Sandra van der Merwe and titled "A portrait of the South African woman manager", appearing in 1979, ten years after the initiation of the SAJBM. During the eighties, titles of two studies published indicate the tentative positioning of topics advocating women's rights, with the late Rita Kellerman asking whether working women and organisations were compatible, and Truida Prekel penning an article titled "Why a special look at women?" The late Ronel Erwee wrote two important articles, the first proposing entrepreneurship as a career option for women (1987), given the fact that women were not necessarily welcomed in the corporate world at the time. Her second article (1992) addressed the issue of organisational variables that influence female advancement in South Africa. The last contribution by Ronel heralded a period of drought for articles about women at work which was only broken in 2005 with an article by Akinola on gender and structure in the cocoa industry in Nigeria. More recent gender articles in the SAJBM, amongst others, problematised women through the queen bee syndrome (Johnson & Mathur-Helm, 2013), investigated work-family conflict (Bagriam & Harrison, 2013), reported on gender differences in workplace spirituality (Nasurdin, Nejati & Mei, 2013), explored women's leadership competencies (Samuel & Mokoaleli, 2017), related cultural influences on innovation among female entrepreneurs (Idris, 2010), and on women's entrepreneurial cognitive ambidexterity (de Villiers Scheepers, Boschoff & Oostenbrink, 2017). Three more articles published in the SAJBM considered differences between men and women, outside the work context, as users of technology (Kotze, Anderson & Summerfield, 2016; Nel & Raleting, 2012) and other household goods (Nel & Raleting, 2012; Priilaid & Horwitz, 2016). Furthermore, the above contributions predominantly focused on South African women and workplaces, and there is a dearth of research on the lived experiences of women at work in the rest of Africa. Whilst scholarship on women in the workplace, focusing on African populations, have been published in other South African and international journals, it still constitutes a negligible slice of the global women at work research agenda (Akanle & Nwaobiala, 2019; Booysen & Nkomo, 2006, 2010, 2014; Bosch, 2014, 2015, 2016, 2017; Carrim, 2018; Grover, 2019; Jaga, Arabandi, Bagraim & Mdlongwa, 2018; Lauwo, 2018; Palmer & Bosch, 2017; Ribeiro, Bosch & Becker, 2016).

Consequently, this limited count and diffuse topics relating to women at work in the SAJBM, and in scholarly research in general, coupled with the lack of focus on women at work in the broader African context, signals a need for a special issue focusing on *Women in Business in Africa*. This issue wishes to extend knowledge on how the entry of large numbers of women into paid work in workplaces, business management and leadership and business ownership in Africa has been marked by changes in legislation, economic, behavioural and relational patterns, and mind-shift changes regarding gender stereotypes, gendered work and workplaces. More specifically, the special issue will invite publication of research that highlights positive

developments in women's business and organisational participation in Africa, as well as expanding our understanding of how women overcome and circumvent limitations or how women reconfigure and adjust existing social patterns when leading and managing business organisations. In this special issue we wish to move beyond theorising barriers or limitations that women experience, and instead explore the agency that women hold, develop and employ when navigating spaces that were previously predominantly occupied by men.

While interested authors from any country are invited to submit their work for possible publication, Africa-related themes are especially encouraged in the context of the dire need to develop indigenous theories and understanding of women at work in the African context. Both conceptual and empirical contributions are welcome. Interdisciplinary contributions as well as those employing rigorous and novel methodological approaches are particularly welcome. Topics of interest, among many other possibilities, include but are not restricted to:

- Comparative or in-depth analyses of women in the workplace and the implications for organisation theory, especially leadership, employee relations, inclusion, research and practice.
- Critical analyses of the notion of "gendered work", or "gendered workplaces", through the lenses of specific theoretical models or theory. For instance, postcolonial and other liberation theories, critical discourse analysis, institutional ethnography, analyses of intersections of gender, race, class, ethnicity, sexuality etc., and other contemporary theoretical tendencies.
- Historical and/or situational analyses and perspectives: local practices mutating into women-friendly management and/or leadership practices.
- Case studies of generative women-friendly management and/or leadership practices in organisations.
- An evaluation of the effect of women-friendly management and/or leadership practices on individuals and organisations.

Full paper submissions (not under review elsewhere) adhering to the SAJBM Editorial Policy Guidelines should be submitted online by **30 June 2020.** All submissions will be submitted to a rigorous double-blind peer review process, with both the Guest Editors acting as action editors and making the final decision for publication in consultation with the Journal Editor.

Submission guidelines
To submit your article to the special issue, go to https://sajbm.org. When you submit the article, select 'Original Research - Special Collection: Women in Business in Africa' as the journal section. The submission portal will be accessible on https://sajbm.org. For more details on the editorial procedures, go to the submission procedure (https://sajbm.org/index.php/sajbm/pages/view/publication-procedure) and submission guidelines (https://sajbm.org/index.php/sajbm/pages/view/submission-guidelines#part_1).

Of course, we will be happy to provide you with any assistance during the submission and application process. Kindly enquire at special-issues@aosis.co.za

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