Index

AB Blåkläder 254
action network theory 11
action research as interactive research 159
active actors, artefacts as 256–7
actor–network theory (ANT) 235–6, 245
added value of innovations 159, 160–61
affinity groups 143
Agder region, Norway, gender equality in 154
agentic behaviour 134–5, 139
'All Aboard' concept board 254
alliance-making, creative 243–6, 248
Anderson, Mary 81
androchair 252, 265–71
andrology 260, 264
ANT see actor-network theory (ANT)
Argentina, verbal harassment in 79–80
articulation concept of 190, 193
'taken-for-granted' 194
attitudes and actors 198, 199, 201
cultural 205
and employee innovation 133
gendered 6, 59, 81–2
attributions, innovation articulations and 196
automotive industry, innovation in 111
behaviour agentic 134–5, 139
entrepreneurial 134
gendered 79
idea generation 131, 136
and social role theory 133–4
see also entrepreneurial behaviour; innovative behaviour
behavioural theory 30, 37
Beleza Natural 73, 82–3, 84, 85, 86
biographical illusion concept 238
black boxes 268–9
Blakely, Sara 81
Blåkläder AB 254
Bolivia, Mendez business in 77–8, 84, 85
bottom-up strategy 160
Brazil bureaucracy as barrier to innovation 85
jobs in 79
total entrepreneurship activity in 73
Velez business in 73, 74–5
bureaucracy, as barrier to innovation 85
business performance, and men 27
business-related network 83
Butlerian approach 233
Canadian NGO Enablis 94
capital, access to 82–3
case study, using narrative interviews of inventor 236–8
champions, and idea implementation 138–9
Chile, female total entrepreneurship activity in 73
China jobs in 79
as source of cheap labour 92
'cold' and 'warm' hands 155
collaboration, in VRI discourse 197
Colombia Ingerrecuperar in 75–7, 82, 83, 85
total entrepreneurship activity in 73
commercial science, as source of innovation 26
competition, and creativity 31
competitive advantage gender equality policy and 207
and innovativeness 29, 110, 116
competitiveness in global marketplace, innovation and 201–2
'conduct of conduct' 190
conservative breadwinner model, in Germany 63
temporary innovations 230
context-specificity of innovation 103
Craftsman Kilt 254
creative alliance-making 243–6
creative workshops 180, 182, 183–4
creativity
and competition 31
and innovation 34, 109, 116, 130
and motivation 135–6
of women 31, 96–101
critical design 258–9
democratic innovation 221
democratization of innovation 217, 219, 220
Denmark, female entrepreneurs in 63
descriptions, analyzing innovation articulations and 196
design
critical 258–9
empirical materials 262–8
gynaecological chair 259–62
norm-critical design and innovation 258–9, 270–71
as tool for change 257–9
see also Gender in design
design object 259
development of capabilities, and innovation 135
discourse analysis, on entrepreneur networks 24
discourse theory 190, 192–3
discrimination
gender, in workplace 87
social or organizational 234
and tokenism 231
see also discrimination against women
discrimination against women and institutional failure 78
on-the-job 82
and societal norms 78
in the workforce 87
diversity
boardroom 37
demographic 37–8
employee, and performance of firms 28
impact on team innovation 31
and innovation 144–5
methodological 42–3
racial, firm performance and 30–31
racial, on boards 38
and VRI factor 200–201
diversity management practices 140–41, 143–4
‘doing gender’ perspective 253, 254
DPMA see German Patent and Trademark Office (DPMA)
Dunne, Anthony 258
East Africa, innovations in
discussion and conclusion 101–5
interviews as research method 94–5
research on 91–4
women innovations 95–101
East African Community (EAC) 93
economic activity, and innovation 116
economic growth in Africa in 2014, 93
and innovation 3, 51
innovation process and 189
The Economist 93
Ecuador, total entrepreneurship activity in 73
educational preferences, contextual effects on 58–60
Ehrnberger, K. 255
Ehrnberger’s design concept 259
Ellingsæter, Anne Lise 155
employee diversity, and performance of firms 28
employee innovation 133
entrepreneurial behaviour and concept of context 57–8
and gender role 134
and institutional change 81
entrepreneurial mentality 112
entrepreneurship
analysis of selected articles 24–39
and gender 18–19, 24, 113
general vs. nursing care 120–21
link of innovation to 17
methodological approach 19–23
Index 277

networks in 40
see also female entrepreneurs; Latin America, gender and entrepreneurship in; nursing and entrepreneurship environment and innovation 36–7
and process of innovation 27–8
supportive, female innovators and 86
work, in Norway 155–6
see also Institutional environment episodic interview 237
European Patent Office 55
EXIST scheme 55
female entrepreneurial managers 29
female entrepreneurs and autonomy 120
behaviour of 19
in Denmark 63
in East and West Germany 63
and gender neutralization 123
and impediments 81–5
rate by sector in Germany 55
representation in sectors 54
see also Bolivia; Brazil; Colombia; East Africa; Latin America feminist empiricism (gender-as-variable) 18–19
feminist epistemology 41–2
feminist resistance 33–5
feminist standpoint theory (gender-as-relationship) 18, 19
Finland, full-time work in 152
Finnmark, full-time work culture in 154
forestry company 174–7, 179, 180
formal institutions 80
Fortune/US Department of State/Vital Voices mentoring programme 84, 85
Foucault, Michel 190
frugal innovation 92
full-time work in Germany 63
in Norway 152, 154, 160
gender
according to Butler 24
articulating in VRI 203–4
in business registrations in Germany 54–5
and educational preferences 60
and entrepreneurship 18–19, 24, 113
perspectives on innovation 252–5
in venture innovation 27
see also gender and innovation literature; gender diversity; gender gap; gender role
gender and innovation literature analysis of selected articles 24–39
growth of 3–5, 17–19
innovation definition and gender perspective in 39–43
relationship between gender and innovation 37–9, 40
and scholarly articles 43–4
theoretical context-gender theory 18–19
use of scholarly research and ISI database 19–23
gender-as-process perspective 24, 25, 27, 28, 31, 33
gender-as-relationship 24, 25, 28, 31, 33
gender-as-variable approach 18–19, 25, 27, 29
gender awareness 34
gender balance 204, 205, 206, 207, 210
gender biases, and commercial science 26
gender boundaries, crossing 102
gender discrimination, in workplace 87
gender diversity in the boardroom 30–31
and contribution to innovative ideas 130
effects on innovation 4, 132
and firm performance 30
in innovation literature 39
gendered innovation 172–3, 216–17
gendered process of innovation 33–5
gendered social innovation establishing the field of 223–4
introduction to 214–15
mutual reinforcement of 219–22
Research handbook on gender and innovation

research design of 215–16
research on 217–19
research on gendered innovation 216–17
gendered stereotypes 33–5
gender equality and competitive advantage 207
and concept of innovation 37, 39
as defined by Swedish government 220
and equalization of men and women 232
in Germany 66
in Norway 154
organizational innovation for 170–85
in Swedish forestry and mining industries 170–84
in Swedish universities 34
and women entrepreneurship 93
‘gender equal’ Scandinavia 189
gender gap in commercial science 26
and non-governmental organizations 32
gender in design and materiality 10–11
creative alliance-making 243–6
critical and norm-critical design 258–9
gender in 10–11
Gynaecological chair 259–62
and intersectionality 234–5
inventor’s story 236–8
and tokenism 230–34, 246–8
tokenistic inventive success 241–3
and well-resourced token engineer 238–41
gender mainstreaming 34, 173
gender neutralization, in nursing care 123
gender perspective, policy programmes and 194
gender role and entrepreneurial behaviour 134
in Germany 64
and individual behaviours 79
and social theory 7
and women 133
and women’s ideas 134
and work centrality 135
gender-sensitive innovation research 158
GENINNO project 210
German Patent and Trademark Office (DPMA) 53–4, 55
Germany and women’s innovation conservative breadwinner model in 63
entrepreneurial behaviour 57–8
gender differences in educational preferences 58–60
innovative activities 53–7
introduction to 51–2
OECD definition of innovation 52–3
professional careers 62–5
on self-perception as innovator, 61–2
Global Entrepreneurship Monitor (GEM) 72–3
globalization, access to 84–5
global Women Entrepreneur Leaders Scorecard 79
Google Scholar 20
governmentality, concept of 190–92
government of mentality 190
Graham, Bette Nesmith 81
Guerra, Carolina 73, 75–7, 82
Gynaecological chair project design 259–68
health care organizations, women in 151
‘heightened visibility’ tokenism 231
home-based sales of second-hand clothes 97–8
homophily, principle of 138
homo-sociality, and men 13
horizontal cohesion, within work community 155–6
IAB Establishment Panel 54, 55
ICT sector, inequalities in 32
ICT workers see information communication technology (ICT) workers
idea champions, and organizational innovation 138–9, 144
idea generation behaviours 131, 136
and individual and task
characteristics 137
in innovation process 133–4
and integration-and-learning perspective 140
in organizations in India 136
phase of 7–8
as stage of innovation 133–4, 141
idea implementation
and idea champions 139
and integration-and-learning perspective 140
phase of 7–8
as stage in innovation 137, 141
identity-blind practices 140
identity-conscious practices 140–41
inclusiveness in innovation 220–21
India
cheap labour in 92
employees and supervisors in 136
informal institutions 79–81
information communication technology (ICT) workers 110, 118
information systems, theorization of gender within 27
Ingercuperar 73, 76–7, 82, 83, 84–5
innovation
as an outcome 7–9
bureaucracy as barrier to 85
in different geographical and cultural contexts 5–6
and entrepreneurship 17, 113
overcoming gendered hurdles to 86–7
in services 171
in traditional form and definitional issues 25–8
see also innovation definition; innovation policy; innovation process; innovative behaviour; innovativeness; innovators; technological innovation
innovation definition
Amabile’s 137
Cady and Valentine’s 35
elements of 156
Eriksson’s 36
Foss and Henry review of 35–7
Kanter’s 8, 131, 160
Kristensen’s 160
Miller and Triana’s 30, 35
OECD 52–3
in Oxford Handbook of Innovation 91
Poutanen and Kovalainen 110
in private sector 156–7
Schumpeter’s 3, 52
in the scientific discourse 52
Sonfield and Lussier’s 27
innovation indicator 51
innovation journal practices, change in 43
innovation leadership 7–9
innovation management 29
innovation policy 253
discourse analysis of national programme 189–211
discourse theory and 192–3
and gendered social innovation 214–25
gender in 9–10
governmentality concept 190–92
and industrial product development 37
role of 189
innovation process
economic growth and 189
and environments 27–8
gendered 34, 35–7, 142
hurdles in 7–9, 33–5
at Ingercuperar 76
and learning 41
and masculine discourse 39
and mental schemes 200–201
in Miller and Triana article 35
and product 54
women in 205, 254–5
see also idea generation; idea implementation
innovation systems 109
innovative behaviour
among West African women 96–101
and contextual factors 57–65
and economic and technical dimensions 116–17
gender-dependent 67
innovative gender-equality measures 182
innovativeness
and competitive advantage 29
of East African women 95–101, 104
from gender perspective 180
and institutional context 58, 62
of men and women 134
organizational structural forms and
180
and social context 58
innovative organizational change 182
innovators 19
contextual influences on
self-perception 61–2
in Germany 54, 55, 66
women 229
institutional context, and women’s
innovativeness 58, 62–5
institutional environment
and behaviour 81
and innovation 28
integration-and-learning perspective
140
international awards, and entrepreneurs
85–6
International Center for Research on
Women 109
International Journal of Gender and
Entrepreneurship
intersectionality
idea of 234–6
revising 246–8
intertextual references, analyzing
innovation articulations and 196
intervention, governmentality and 191
interviews, narrative, of female inventor
236–8
ISI website of science 20
Jahnke, Marcus 254
joint learning process 159
Kanter, Rosabeth Moss 230
Kanter theory of tokenism 10, 230–32
Kenya
GDP per capita in 93
organizational innovation in 99–101
Knight, Margaret 81
Knight, Stephanie 81
knowledge
creation, innovation as process of
181–2, 184
governmentality and 191–2
Komm mach MINT 60
Krugman, Paul 203
Latin America, gender and
entrepreneurship in
innovation in 72–4
institutional impact 78–81
institutional impediments to
innovation 81–5
international awards and training
85–6
overcoming gendered hurdles to
innovation 86–7
profiles of entrepreneur innovators
74–8
verbal harassment of women in 79
see also Bolivia; Brazil; Colombia
leadership styles, of female
entrepreneurial managers 29
loneliness, as barrier for female
innovators 86
Luleå University of Technology 215
machinery, and innovation 253
mainstream innovation, and women 4, 6
Malaysian women entrepreneurs 29
male-breadwinner model, in Germany
62
male-dominated industries, and
innovation 12
male entrepreneurs, and gender
neutralization 123
management
of innovation 29, 36
styles, innovation in 28–31
women in 40
markets, access to 84–5
masculine norms 253
masculinity
forestry and 173, 174, 175, 176
and innovation 36, 110, 112, 116,
132, 172, 253
mining and 177, 178, 179, 180, 181,
182, 183
Index

11–14 perspective to innovation

27 aversion to risk

27 and business performance

31 creativity of women vs.

12–13 and homosociality

innovations of innovative work on

13–14 innovation and

26 support of female scientific endeavours

14 visibility in innovation

Mendez, Maria Claudia

73, 77–8, 83, 84, 85–6, 87 mentoring, and women in organizations

144 Mexico expansion of Origenes Bolivia’s exports to

73 total entrepreneurship activity in

177–8, 179, 180 Mining Company

152 motivation, and innovation

236–8 narrative interview, of female inventor

NAV see Norwegian Labour and Welfare Administration (NAV)

192, 203 networks access to

83–4 in entrepreneurship

40 and organizational structures

31–3 women ventures and lack of

65, 66 see also social networks new business, and gender and innovation

5–7 new institutions

172 New Public Management (NPM)

156 NGO Vital Voices

84 non-governmental organizations (NGOs), roles of

32 non-human agents, and invention

242–3 Nordic countries, women and invisibility of innovations in

11–12 norm-critical design

10–11, 258–9, 270–71 Norway carers per patient in

155 elderly care staff in

151 innovation in care sector in

8–9 new public management in

156 Nordic model

153–4 part-time work in

152 White Paper on innovative and sustainable development in

157 Norwegian Agency for Lifelong Learning (VOX)

151 Norwegian Labour and Welfare Administration (NAV)

151 Norwegian Programme for Regional R&D and Innovation (VRI) see VRI NPM see New Public Management (NPM) nursing and entrepreneurship, innovation in
gender and 109–14 gendered understanding of 107–9 nursing service vs. ‘out of the box’

115–18 qualitative method of research on

114–15 research discussion and conclusion

121–4 service delivery and art of patient’s care

115–21 object of innovation, movement in

198–9 ‘old boys’ network

80 organic poultry farming business

98–9 organizational capacity for change and adaptation

182 organizational innovation analysis of gendered equality initiatives

178–83 gendered equality in the forestry company

174–7 gendered equality in the mining company

177–8 in Kenyan family culture

99–101 research design on

173–4
282  Research handbook on gender and innovation

research on 171–3
revising tokenism for 232–4
and rota system 8
in Tanzanian context 98–9
organizational learning, innovation as
process of 181–2, 184
organizational performance, and
innovation 28–31
organizational process innovations
182–3
organizational structural forms,
innovativeness and 180
organizational structures and networks,
innovation in 31–3
organizations
concept of innovation in 131–2
and development of capabilities 135
influences of gender on innovation in
129–45
and motivation 135–6
revising tokenism for 232–4
role of champions in 138–9
and social and capital networks
137–8
and social roles 133–5
token positions in 231
see also organizational innovation
Origenes Bolivia 73, 84, 85
out of the box vs. nursing service
entrepreneurship 115–18
part-time work, in Finland 152, 154
patentees, and women 26–7
patients and the art of care 118–21
personal construct theory 42
personal networks 83
PIAAC 156
pipeline leak 64
policy documents, and innovation 253
population welfare, innovation and
securing 201–2
Portugal see nursing and
entrepreneurship
post-structural feminism
(gender-as-process) 18, 19
poststructuralist feminists, and female
entrepreneurs 113
power, governmentality and 191
professional careers, contextual effects
on 62–5
public care, innovation in
action research design 158–9
background 153–6
creating resource team 162–3
discussion 164–6
and gender 157–8
innovation in the public sector 156
rota system as innovation project
151–2
tool in promoting wider range 164
working in long shifts 161–2
Public sector, women and invisibility of
innovations in 11–12
Quadruple Helix model 32, 39, 40
quantity of innovation 35
Raby, Fionna 258
racial diversity, and firm performance
30–31
rearticulating, concept of 193
repertory grid 42
Research Council of Norway 190
reverse innovation 92
risk
defined 27
and entrepreneurship 112
and gender differences in venture
innovation 27
Rose, Nicolas 207
Rota System
as Innovation 151–2, 154, 160
new 161–2
and organizational innovation 8
Schumpeterian understanding 5
science and technology 60, 64, 81, 229,
232
self-financing 82–3
service delivery, and innovation 118–21
service innovation 97–8
shift work, in Norway 151, 152
long shifts innovation 161–2
rota system 154–5
situatedness and space concepts 41
small businesses see East Africa; Germany; women’s innovation in; Latin America, gender and entrepreneurship in; nursing and entrepreneurship; start-ups
social capital 137–8, 139 social content, of innovation 220 social context, and women’s innovativeness 58, 59 social ends 221–2 social innovation 9–10, 171, 172 see also gendered social innovation socialization 18–19 social networks challenges for women 139 of females and minorities 38 and idea generation 131 ideal implementation and role 137 and social capital 137–8 social norms, innovation and 221 social role theory 31, 133–4 societal context and female leadership 64 in West and East Germany 63–4 start-ups in 2013 by industry 56–7 female, in Latin America 73 gender role in decisions 25 underrepresentation of women in innovative 54–5 state rationalities 192 strategy for gender-balance, in VRI 198, 203–4, 206, 207, 208 sustaining innovation concept 35 Sweden construction of innovation in universities 34 innovation in secondary school in 34 organizational innovation in firms 8–9 Swedish forestry and mining industries analysis of 178–83 forestry company 174–7, 179, 180 innovative measures in gender quality 183–4 mining company 177–8, 179, 180 organizational innovation in 171–2 research design 173–4 Tanzania economic growth in 93 organizational innovation in 98–9 Tanzanian Chamber of Commerce, Industry and Agriculture (TCCIA) 94 Tanzania Women Chamber of Commerce (TWCC) 94 TCCIA see Tanzanian Chamber of Commerce, Industry and Agriculture (TCCIA) teams and innovation 28–31, 35–6 top management, gender diversity in 30, 38 technological innovation impact on women’s participation 36 and organizational change 38 technology and companies 35 and innovation 253 technology-driven innovation 58, 61 theorization of gender, in information systems literature 27 theory of tokenism 10 Time Magazine 93 time welfare 155 titanium dioxide production 239, 241, 244–5 tokenism classic theory of 230–32 inventive success 241–3 and organizational invention and innovation activities 232–4 revising 246–8 tokenistic inventive success 241–3 total entrepreneurship activity (TEA) 73 traditional gender-equality measures 179 translation concept 256 Triple Helix innovation models 32, 40 Triple Helix system approach to innovation 197 TWCC see Tanzania Women Chamber of Commerce (TWCC) Uganda red wine business in 96
trading business in 97–8
United States of America
film industry women in 31–2
gendered innovation research in 216
jobs in 79
Velez, Leila 73, 74–5, 84–5, 86, 87
venture innovation, gender differences in 27
virtual unit, organization of 165
visibility of gender 233
and international awards and training 85–6
and international organizations 87
of men in innovations 14
of women 32, 38
VOX see Norwegian Agency for Lifelong Learning (VOX)
VRI
analyzed texts 194–6
articulating gender in 203–5
gender as perspective 206, 208–9
innovation as collaborative systemic process 196–7
knowledge and innovation 199–200
lead factor and diversity 200–201
objective in 199
object of innovation 198–9
strategy for gender balance in 203, 204
supporting higher goals 201–3
women as resource 206–8
Wall Street, and gender 30, 38
welfare innovation 160
women
aversion to risk 27
in business, technology, and general organizational hierarchy 138
and business performance 27
and commercial science abilities 26
developmental opportunities of 135
in health care organizations 151
and innovation 4, 6, 28, 67
patentees and 26–7
in public sector 11–12
as resource 206–8
social roles of 133–4
visibility of 32, 38
see also women entrepreneurs;
women-owned businesses
Women, Business and the Law 79
women entrepreneurs
as catalysts for institutional reforms 6
concentration in Latin America 72
and gender equality 93
or innovators 19
in Germany 55, 63, 65, 66
Malaysian 29
and self-financing 82–3
use of the term 40
see also Bolivia; Brazil; Colombia;
female entrepreneurs; start-ups;
women-owned businesses
women-owned businesses
growth in the US 79
innovativeness of 29, 40
women’s innovation network (WIN) 143
women’s service work, negative perspectives of 153
Work Environment Act 161
work load and time 155
workplace
developmental opportunities of women in 135
gender discrimination in 87
and gendered practices 232
innovation 131, 172, 180–81, 182
organizational structure and innovation in 33
World Bank 78
World Development Report 2012, 78