

Special Issue

Gender and Leadership: Advancing Equity and Empowerment in Executive Roles

Message from the Guest Editor

This Special Issue seeks to advance scholarly understanding of how gender shapes leadership in executive roles, with particular emphasis on equity, empowerment and organizational outcomes. Although gender diversity initiatives have expanded over the recent decades, women remain substantially underrepresented in senior leadership across corporate, public and non-profit organizations. When women do reach executive positions, they frequently face structural constraints, intensified performance scrutiny and gendered expectations that influence both their leadership experiences and their perceived effectiveness. Foundational frameworks such as the social role theory and role congruity theory explain these dynamics by pointing to the perceived mismatch between culturally ascribed communal traits associated with women and the agentic traits stereotypically linked to leadership. As a result, persistent stereotypes continue to shape hiring, promotion and evaluation processes, often disadvantaging women and reinforcing the long-standing “Think Manager—Think Male” bias documented across cultures...

Guest Editor

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About the Journal

Message from the Editor-in-Chief

Welcome to *Administrative Sciences*, the journal aims to advance and communicate knowledge concerning management theory and practice both in public administration and in profit organizations; it encourages submissions that build on interdisciplinary research in related fields, such as business, economics, political science, gender studies, psychology, sociology, physiology, communication theory or artificial intelligence and their implications on management, organizations and the society. Join us on a journey through the *Administrative Sciences*, where management merges with innovation.

Editor-in-Chief

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