

Short report

The EAWOP Small Group Meeting entitled “Gender Equality in Organizations: The Impact of Stereotypical Perceptions and Gender Differences” was conducted with great success at Goethe University Frankfurt (Germany) from October 9th to 11th, 2013. The organizers were Alina S. Hernandez Bark and Rolf van Dick (Goethe University Frankfurt), Susanne Braun, Claudia Peus (Technische Universität München) und Dieter Frey (Ludwig-Maximilians-Universität München).

In spite of a longstanding research tradition, gender equality has not been reached in organizations all over the world, and open research questions remain. 28 experts (including the organizers) in the area of gender research in organizations from seven European countries (Germany, Finland, UK, The Netherlands, Austria, Switzerland und Spain) participated in the EAWOP Small Group Meeting. They presented their latest research and engaged in in-depth discussions. Exemplary questions were as follows: What are the reasons for which there are still few women in top management of business companies in Europe? What are the differences between career paths of women and men in academia? How should organizations design their communication to attract the best talents (i.e., women and men alike)? What is the influence of female and male role models on women’s career development?

Besides formal presentations and discussions also informal exchange on innovative research ideas and potential future collaborations contributed to the productive atmosphere of the EAWOP Small Group Meeting. Last, but not least, ideas for the transfer of current research findings into practice were addressed during the meeting.

Two major highlights of the meeting were the keynote speeches. On the first evening, Professor Michelle Ryan (University of Exeter, UK) introduced her research findings about the “glass cliff phenomenon” to the audience of researchers and practitioners, followed by interactive discussions. On the second evening, Professor Franciska Krings (University of Lausanne, Switzerland) provided the audience with valuable insights into research about the phenomenon of sexual harassment in the workplace. The EAWOP Small Group Meeting ended with a joint lunch on Friday during which closing conclusions and ideas for future collaborations were addressed.

Overall, the meeting turned out to be a success for the participants and the organizers: Innovative research ideas were exchanged, valuable feedback was provided (e.g., to doctoral candidates), and new collaborative networks were set up. A short anonymous follow-up survey conducted by the organizers, in which 65% of the participants took part, empirically confirmed the positive and productive spirit of the meeting. Participants indicated that they enjoyed the meeting ($M = 6.87$, $SD = .52$) and found it very interesting ($M = 6.80$, $SD = .56$). Moreover, participants indicated that the meeting would benefit their work ($M = 6.07$, $SD = 1.10$), that they would recommend it to colleagues ($M = 6.60$, $SD = 1.06$), and that they would like to participate in an EAWOP SGM like this in the future ($M = 6.67$, $SD = .82$; all items measured on 7-point Likert-type rating scales from 1 “completely disagree” to 7 “completely agree”). Finally, participants were very satisfied with the meeting overall ($M = 6.60$, $SD = .51$), with the keynote speeches ($M = 6.40$, $SD = .99$), and the organization of the meeting ($M = 6.67$, $SD = .82$; all items measured on 7-point Likert-type rating scales from 1 “very dissatisfied” to 7 “very satisfied”).

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