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#WECAN

Women and Networking: A Systematic Literature Review (1985-2021)

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Edge Hill University



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#WECAN (Women Empowered through Coaching and Networking) project

#WECAN aims to increase women's leadership skills and help empower them through coaching and networking, with a particular focus on women working in SMEs in the Leeds City Region.

The project is funded by the European Social Fund and administered by the Department of Work and Pensions and it runs for three years (it started in December 2020).

<https://www.leedsbeckett.ac.uk/leeds-business-school/wecan/>

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WOMEN AND NETWORKING

A common knowledge

- Networking part of organisational culture/work expectation
- Disadvantages women – social expectations
- Masculine practice

How do women network? What is known about networking as a practice?

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METHOD: A SYSTEMATIC LITERATURE REVIEW

Scimago list of journals: <https://www.scimagojr.com/journalrank.php?category=3318>

SELECTED: *European Journal of Women's Studies, Feminist Review, Women's Studies International Forum, Feminist Theory, Gender & Society, Journal of Gender Studies, Frontiers: A Journal of Women Studies, Signs, Women Studies Quarterly, Feminist Economics, Gender in Management: An International Journal (previously called Women in Management Review,), Gender, Work & Organization, Feminist Studies, Hypatia and International Journal of Gender and Entrepreneurship.*

KEYWORD: networking

TIME PERIOD: March 2021 – May 2021

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METHOD CTD.

No qualifying papers:

Frontiers A Journal of Women Studies,
Signs, Women's Studies Quarterly,
Feminist Studies and Hypatia.

N = 78

Journal name	Number of articles on networking
Gender in Management: An International Journal (including with a previous name of Women in Management Review)	24
Women's Studies International Forum	18
Gender, Work & Organization	9
International Journal of Gender and Entrepreneurship	6
European Journal of Women Studies	5
Feminist Theory	5
Gender & Society	4
Feminist Review	3
Feminist Economics	3
Journal of Gender Studies	1
Frontiers: A Journal of Women Studies	0
Signs	0
Women Studies Quarterly	0
Feminist Studies	0
Hypatia	0

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METHOD CTD

Articles per decade:

Decade of publication	Number of articles
1985-1989	4
1990-1999	9
2000-2009	27
2010-2021	38
Total	78

ANALYSIS:

2010-2021
2000-2009
1985-1999

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METHOD CTD

Article categories:

- a) key ideas from each article
- b) theories used
- c) citation from findings

CODING

Straus & Corbin (1990)

Open coding

Axial coding

Selective coding

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METHOD CTD

THEMATIC ANALYSIS

“... a systematic approach to the analysis of qualitative data that involves identifying themes or patterns of cultural meaning; coding and classifying data, usually textual, according to themes; and interpreting the resulting thematic structures by seeking commonalities, relationships, overarching patterns, theoretical constructs, or explanatory principles” (Lapadat 2010, p. 926).

Braun & Clarke (2006) – visualisation + direct quotes

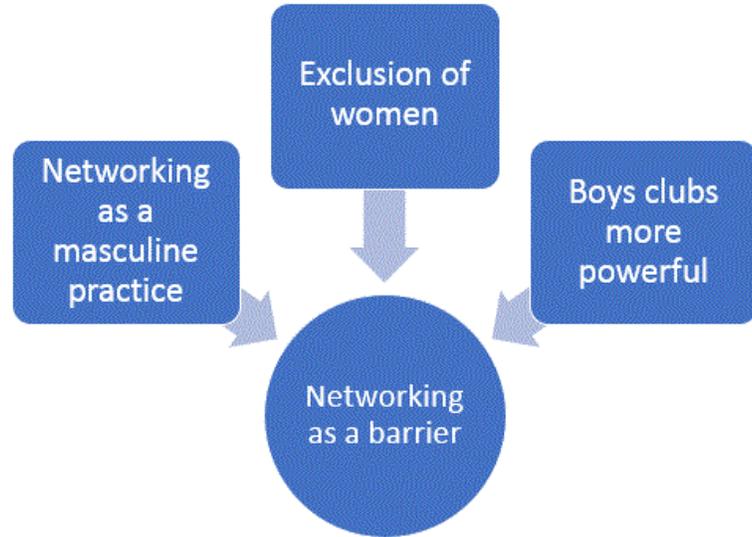
RQs:

- what are the main trends in scholarship on women and networking?
- what research gap can be identified in the literature on women and networking?

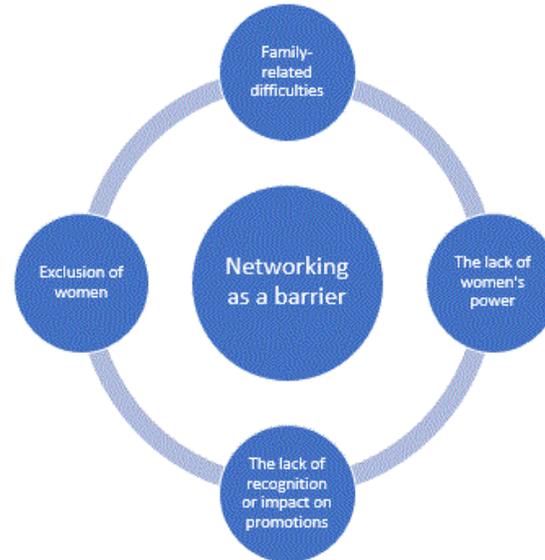
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FINDINGS

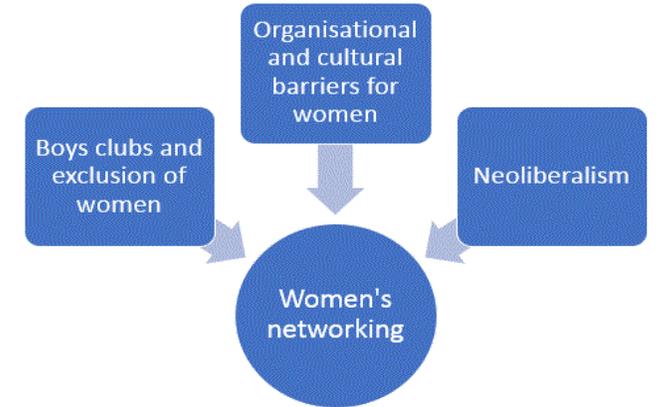
Graph 1. Thematic Analysis (1985-1999)



Graph 2. Thematic Analysis (2000-2009)

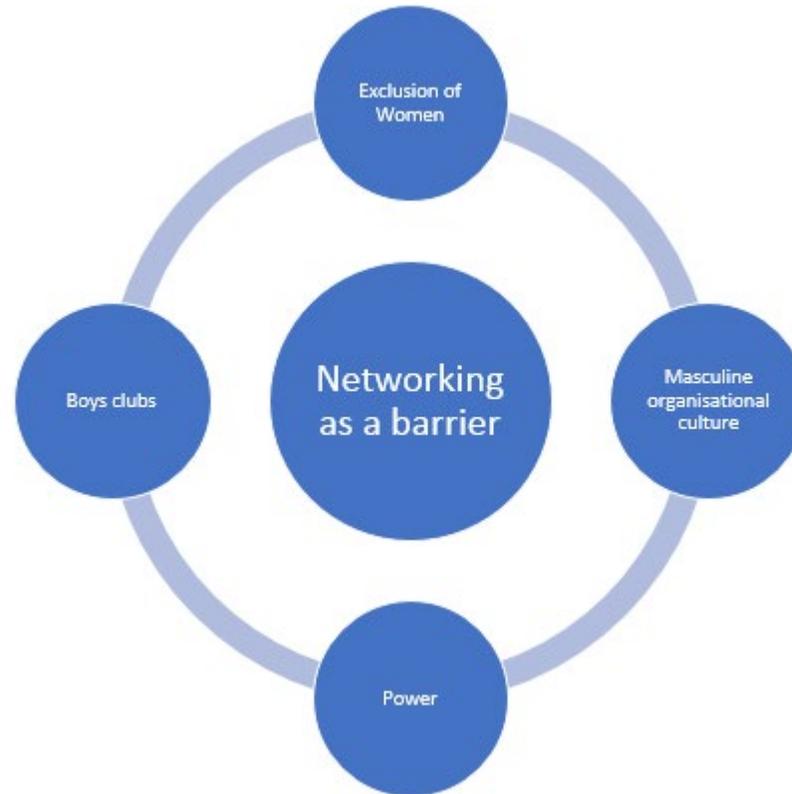


Graph 3. Thematic Analysis (2010-2021)



MAIN FINDINGS ON WOMEN AND NETWORKING

1985-2021



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FINDINGS

- Benefits of networking
- No changes in organisational culture
- Neoliberalism and capitalism

ONE IMPORTANT FINDING: WOMEN'S BOOK CLUBS

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CONCLUSION AND ACTION

- Women face barriers and that networking can be seen as one of the barriers women face
- Networking in itself presents a barrier for women due to also social expectation of women in regards to looking after families and exclusions they face due to persistent character of old boys clubs.
- Consistently present across all analysed decades
- Women prefer horizontal networking (bonding, forming relationships) and not vertical/hierarchical (networking with people in power – masculinity!)

WE FORMED A BOOK CLUB IN OUR SCHOOL

FINDINGS PRESENTED AT THIS CONFERENCE TOO – **COME ALONG** 😊 😊 😊

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REPORT IN OPEN ACCESS

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