
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
adoption, concept of 35
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
 Ingerecuperar 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
- contemporary 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

- 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 equality; 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 193, 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 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
- homosociality, 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* 33, 42, 43
- 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

- perspective to innovation 11–14
- men
- aversion to risk 27
 - and business performance 27
 - creativity of women *vs.* 31
 - and homosociality 12–13
 - implications of innovative work on 13–14
 - innovation and 28–9
 - support of female scientific endeavours 26
 - visibility in innovation 14
 - working hours in Norway 154
- 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 84
 - total entrepreneurship activity in 73
- Mining Company 177–8, 179, 180
- motivation, and innovation 135–6
- narrative interview, of female inventor 236–8
- NAV *see* Norwegian Labour and Welfare Administration (NAV)
- neo-liberal governmentality 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 221
- newness in innovation 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

- 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, Fiona 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