

## **CALL FOR PAPERS**

### **THE DIANA INTERNATIONAL RESEARCH CONFERENCE**

**June 1-3, 2024  
Stockholm, Sweden**

May 31: Evening Reception  
June 1-2: Research Conference  
June 3: Impact Day

#### ***Women's Entrepreneurship: Implications for Policy***

The [\*Diana Project\*<sup>TM</sup>](#) was established in 1999 by Professors Brush, Carter, Gatewood, Greene and Hart – in partnership with ESBR in Stockholm – to provide a platform for research and scholarship focusing on women entrepreneurs and their growth. The *Diana Project*<sup>TM</sup> has since expanded its reach across continents, cultures and contexts, developing an international research community that shares its knowledge and experience through dedicated books, journal articles and conferences. Each year, the *Diana International Research Conference* brings together more than 100 scholars worldwide, providing a forum to share global research dedicated to gender and women's entrepreneurship.

We are pleased to announce that the [2024 Diana International Research Conference](#) will take place in Stockholm, Sweden from June 1-3, 2024, with the theme of “Women's Entrepreneurship: Implications for Policy”.

It is well documented that female entrepreneurship contributes remarkably to economies and societies. The most recent Women's Entrepreneurship Report 2021/22 (Global Entrepreneurship Monitor, 2022) stresses the importance of female entrepreneurship as the backbone of economic growth and stability for countries worldwide. Overall, entrepreneurship almost uniformly is presented as a pathway to provide economic stability for women, and subsequently their families, while also serving as a pathway to political, social and personal empowerment.

To this end, countries world-wide have created policies to encourage, support and scale entrepreneurship and economic development. “Policy is the domain in which designated actors (legislators) propose and enact solutions to public problems” (Brush & Greene, 2016). Overall, governments and NGOs around the world present messaging and promote activities to support women's entrepreneurial development as a key element for building economies. Some consider policy to be the most important component of an entrepreneurial ecosystem (Foss et al., 2019). As such, regulatory domains may be viewed quite broadly, including issues of taxation, financial services, telecommunications, transportation, labor markets, immigration, industry support, education and training, infrastructure, and health (Mazzarol, 2014). Worldwide policies directed at women entrepreneurs run the gamut from tax relief to seed financing, training and education, family leave and child-care (Greene & Brush, 2023; Coleman, et al., 2019).

But, despite the popularity and proliferation of policies for women entrepreneurs and women's entrepreneurship, there remain challenges because the narratives informing policy may be based on outdated assumptions (e.g., that all women entrepreneurs are disadvantaged), the implications can be vague, and the impact on life opportunities and

equality may be unclear (Greene & Brush, 2023; Henry et al., 2017; Foss, et al, 2018). Also, many countries struggle how to approach the topic of women business owners in the context of women in the labor force – employer and/or employee? And finally, questions exist as to the necessary mix of blanket and specialized policies to address the intersectionality of the demographics of women business owners – and their businesses.

Better connecting academic research to policy is a means to enhance and improve success of women entrepreneurs. Building on this new reality, the 2024 Conference seeks conceptual and empirical papers that consider women’s entrepreneurship with regards to policy formation, implementation, impact and measurement. More specifically, research examining policy formation, implementation, and impact across all aspects of women’s entrepreneurship is welcome for the Diana Conference 2024. More specifically, invited topics on policy implications include:

- Women’s entrepreneurship in and across contexts: global, multi-cultural, geographic, community, family, industrial, sectoral, cultural and institutional
- Women-led businesses: characteristics (e.g., size, technology, innovation, form, growth trajectory)
- Women entrepreneurs and entrepreneurial processes: organizing, launching, developing, financing, managing, growing and exiting
- Intersections of individual and social differences for women entrepreneurs: skills, competencies, race, class, ethnicity, socio-cultural, experiences, education
- Women entrepreneurs as employers and employees, e.g., where and how women entrepreneurs fit into the labor force
- Women entrepreneurship policies: Requirements and lessons for successful policy transfer

We encourage papers that explore new research ideas, adopt novel methodological approaches and contribute to theory development to help advance the field and pave the way for an exciting future research agenda for the Diana community.

Hosted by ESBRI in Stockholm, Sweden, the 2024 Diana Conference will provide scholars with an exciting new conference experience. Delegates will have opportunities to participate in a range of innovative sessions comprising plenaries, facilitated critical synopsis, roundtable and themed panel discussions. There will also be opportunities for scholars to debate early-stage - novel but potentially ground-breaking research ideas - with the international Diana community.

### **Abstract Submission and Review Process**

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The conference submission portal is now open. **The deadline for submitting your abstract is December 1, 2023.** You may learn more and submit your abstract here: [Diana International Research Conference](#).

Authors should expect to receive notification of acceptance by **March 1, 2024**. Full papers are due by **April 1, 2024** and these will be considered for “Best Paper Awards”.

Authors are limited to authoring/co-authoring no more than two submissions.

## Publication Opportunities

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Consistent with previous Diana Conferences, the 2024 hosts will seek to organise one or more journal special issues and a book. Further details will be posted to the Diana website in due course.

Best paper prizes will be announced and awarded at the Gala Dinner.

## Additional Information

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For questions about the conference, please contact us at [dirc@babson.edu](mailto:dirc@babson.edu)

### Conference Chairs:

- Candida Brush, Babson College, US
- Amanda Elam, Babson College, US
- Magnus Aronsson, ESBRI, Sweden
- Malin Malmstrom, Lulea University of Technology, Sweden
- Friederike Welter, University of Siegen, Germany and IfM Bonn, Germany
- Christine Woods, University of Auckland, New Zealand

### Conference Sponsors:

- Babson College
- ESBRI - Entrepreneurship and Small Business Research Institute
- **International Journal of Gender and Entrepreneurship**

Brush, C. and P. Greene 2016. **Closing the Gender Gap in Entrepreneurship: A New Perspective on Policies and Practices**, a report prepared for the Organization for Economic Cooperation and Development (OECD), Paris, France.

Foss, L. C. Henry, H. Ahl and G.H. Mikalsen, 2019. Women's entrepreneurship policy research: a 30 year review of the evidence. **Small Business Economics**, 53:4, 409-429.

Coleman, S., Henry, C., Orser, B., Foss, L. and Welter, F. 2019. Policy support for women entrepreneurs' access to financial capital: Evidence from Canada, Germany, Ireland, Norway and the United States. **Journal of Small Business Management**. 57:2. 296-322

Greene, P. and Brush, C. 2023. Exploring the gender gap in women's entrepreneurship: A narrative policy analysis. In Henry, C., Coleman, S. and Lewis, K. (Eds.) **Women's Entrepreneurship Policy: A Global Perspective**. Cheltenham, UK: Edward Elgar Publishing, 14-39.

Henry, C., Coleman, S., Foss, L., Orser, B., and Brush, C. 2021. Richness in diversity: Towards more contemporary research conceptualisations of women's entrepreneurship. **International Small Business Journal**, Special Issue: Researching Entrepreneurship. 39: 7. 509-518

Mazzarol, T. 2014. Growing and sustaining entrepreneurial ecosystems: what they are and the role of government policy. Seanz, Australia: Seanz White Paper.

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