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Introduction to the Bilingual Special Issue in English and Spanish: Gender, Social Inclusion, and Entrepreneurship: Women's Struggles in the Private and Public Sectors Meeting Sustainable Development Goal (SDG) #5

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Bilingual Special Issue in English and Spanish: Gender, Social Inclusion, and Entrepreneurship: Women's Struggles in the Private and Public Sectors Meeting Sustainable Development Goal (SDG) #5

By Amirreza Kazemikhasragh¹

Many countries have made progress in gender parity in recent years through public policy reform. There has been increasing awareness of equality and its contribution in areas such as health, poverty reduction, and economic growth (Demirgüç-Kunt and Klapper 2012). Regarding the Sustainable Development Goals (SDGs) and diversity, it proposes that improving gender diversity in labour markets positively impacts the innovation performance of teams and companies (Cicchello, A.F., Kazemikhasragh, A. et al., 2020). This is because gender heterogeneity strengthens the innovation performance of new ventures by facilitating the differentiation and integration of knowledge and improving the decision-making process.

According to Anker (1997), employment discrimination can cause mismatches between skills and jobs, which affects the efficiency of markets. Therefore, this special issue contributes to expanding and deepening labour discrimination, specifically in closing gaps in salary and gender segmentation in the labour market that are the leading causes of gender inequity. At the same time, this issue aims to enrich future debates against poverty and inequality and strengthen social programs (Kazemikhasragh and Buoni Pineda, 2022) on the entrepreneurship business and social aspects based on gender equality (Kazemikhasragh and Buoni Pineda, 2022) in the public and private sector, especially in managerial positions. This issue includes an introductory text that analyses and reviews the content of this edition, which is made up of 11 articles developed through the efforts of important researchers in the field of social sciences in the international and regional context. The publication of this special issue joins intellectual efforts with the common goal of promoting women in business management and advancements in their economic empowerment to eradicate gender segregation in labour markets. The following topics are in this issue:

- “Elementos de impulso y barreras en el camino de las mujeres ejecutivas a la alta dirección empresarial en España” by Rios Virginia
- “Does Entrepreneur's Gender Matters for Entrepreneurial Motivation: Answers from Micro Small and Medium Enterprises (MSMEs) of Assam” by Ankita Sarma, Dr. Bedabrat Saikia and Dr. Dhananjay Tripath
- “Women and entrepreneurship in Nigeria: What role does Social Inclusion play?” by Divine, N. Obodoechi, Ambrose N. Omeje, Chukwudi C. Nwokolo; Chinasa E. Urama; Henry T. Asogwa; Chinonso V. Agu & Ezebuilo R. Ukwueze
- “Non-sexist language in vacancy titles: a proposal for drafting and translation in international organisations” by María López Medel

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- “Competencias de estudiantes universitarios griegos para una práctica sostenible de la igualdad de género” by Ioanna Kitta M. Cristina and Cardona-Moltó*
- “Are unpaid women willing to work in the labour market? Evidence from India” by Krishna M
- “Entrepreneurial Competencies in Graduate Students from Mexico: A Gender Perspective” by Eduardo R. Díaz
- “Social Inclusion, Equality, Leadership, and Diversity, to attain Sustainable Development Goal 5 in Indian Banking Industry” by Surjit Singha and Sivarethnamohan R.
- “Diverging women on mommy track to career track” by Sunaina Arora and Dr. Neeraj Kumari
- “Tobacco Farming, Addiction, Promotion of Gender Equality, Well-being and monopoly of the Indian Market” by Ranjit Singha and Dr Yogesh Kanna
- “An empirical analysis of life satisfaction in adolescent development in high- and middle-income countries” by Amirreza Kazemikhasragh

This special issue tries to respond and close gaps in the literature. Also, this special issue presents an unprecedented collaboration of researchers with the common goal of promoting business management and moving towards the economic empowerment of women and eradicating gender segregation in labour markets.

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