

Culturally Diverse Working Teams in Finnish and Italian Oil and Gas Industry: Intersecting Differences in Organizational and Employee Interactions

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Abstract : The aim of the research is to study diversity issues and gender equality in the Finnish and Italian oil and gas companies. Particular attention is given to the effects on the organization's and employees' interactions resulting from intersecting social categories. The study is aimed to be settled in companies where social inequalities and diversity management problematics are present. Consequently, ten semi-structured interviews with key managers from the companies and four focus groups composed of culturally diverse employees aim to depict and analyze the situation from both points of view. Social discourse and intersectionality are employed as the analysis methods. Trainings, workshops, and suggestions are to be offered in the required situations.

Keywords : diversity, gender, intersectionality, oil and gas companies, social constructionism

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