

# GENDERED LENSES ON PA LEADERSHIP. AN EXPERIMENT ANALYSING ATTITUDES REGARDING MALE AND FEMALE LEADERS

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Although the existence of gender biases regarding women leaders has been analyzed in the international literature, most studies focus on the USA and Western Europe, the issue remaining largely unexplored in other contexts. As such, the current research aims to provide empirical insights on how male and female leaders are viewed / evaluated using an innovative data collection method, namely an experiment.

During the experiment, public administration students ( $n = 150$ ) from Babeş-Bolyai University (Cluj-Napoca, Romania) received identical mock CVs of a male and female candidate for a leadership position of a public organization and were asked to complete a short survey assessing multiple dimensions referring to the qualifications, personal characteristics and leadership abilities of the male and female ‘mock’ potential leaders.

**Keywords:** gender discrimination, experimental research, public administration leadership.