



# Gender, Work & Organization Conference

28-30 June 2023 | Stellenbosch | South Africa

GENDER, WORK & ORGANIZATION



Stellenbosch Business School

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## Gender, Work and Organization

13th International Interdisciplinary Conference

28-30 June 2023, Stellenbosch, South Africa

### Conference theme

*Marginalized gender identities - how can intellectual activism transform work and organization?*

## CALL FOR COLLABORATIVE EVENTS

### COLLABORATIVE EVENT TITLE:

Pathways for the Transformation of organizational cultures - The MUVA approach

### COLLABORATIVE EVENT COLLABORATORS:

Solange Rocha (MUVA, Mozambique)

Julia Cardoni (MUVA, Mozambique)

[www.usb.ac.za/usb\\_events/gender-work-organization](http://www.usb.ac.za/usb_events/gender-work-organization)

International conference of 500+ people. Linked to the prestigious Gender, Work and Organization journal.



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GWO 2023



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**Workshop objectives:**

- Create an environment of reflection and debate about gender inclusion and diversity in the workplace and the relation with the organizational culture
- Share tools and steps for the work of transformation of organizational culture through popular education (FREIRE, 1997) and participatory methodology
- Share learnings from the MUVA team in their women's economic empowerment work with the private sector in Mozambique.

**About MUVA and the Workshop:**

MUVA (muva.co.mz) is a social incubator for female economic empowerment in Mozambique. MUVA is supporting private sector partners in their journey to have more diverse workforces and inclusive working practices. While we are speaking of diversity generally, in line with MUVA's strategic objectives first as a development programme and now as an NGO, is to support female economic empowerment through formal employment in the private sector.

Even when working conditions in the formal market are assured, we find barriers linked to organizational culture that inhibit gender inclusion and diversity. Our experiences of working with training packages for teams and tools for the corporate world have supported us to create some transformational paths.

In this workshop we intend to simulate some dynamics of popular education based on participatory methodologies to exemplify how we build the journey of reflection for the transformation of organizational cultures that promote greater inclusion and gender diversity.

At the end of the session, participants will have experienced the methodology and will have access to the steps and tools tested in MUVA's work experience with large companies in Mozambique. It will also be possible to share our measurement and impact assessment tools, materials that are open source for practitioners

**Reference:**

FREIRE, P. (1997). *Pedagogia da Autonomia: Saberes necessários à prática educativa*. Rio de Janeiro: Paz e Terra