



# Gender, Work & Organization Conference

28-30 June 2023 | Stellenbosch | South Africa

GENDER, WORK & ORGANIZATION



Stellenbosch  
Business School

SUPPORTED BY  
**PRME**  
an initiative of the  
United Nations Global Compact



## 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?*

(Read more about the conference theme on the conference website).

## CALL FOR ABSTRACTS/PAPER SUBMISSIONS

### STREAM TITLE:

Intellectual activism beyond the species border:  
Illuminating gender-species intersectionality and nonhuman animals as gendered individuals

### STREAM LEADERS:

Regine Bendl, Vienna University of Economics and Business, Vienna, Austria

Nasima MH Carrim, University of Pretoria, Pretoria, South Africa

Doris Schneeberger, Vienna University of Economics and Business, Vienna, Austria

Laura Traavik, Kristiania University College, Oslo, Norway

[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.



[GW023Conference@sun.ac.za](mailto:GW023Conference@sun.ac.za)



[@GW02023\\_CT](https://twitter.com/GW02023_CT)



[GW02023](https://www.facebook.com/GW02023)



[GW02023-Conference](https://www.linkedin.com/company/GW02023-Conference)

In the last decade, a subfield called ‘animal organisation studies’ has emerged. There has been a growing trend towards discussing nonhuman animals in organisations (Labatut, Monru, & Desmond, 2016; Sayers, Hamilton, & Sang, 2019; Kelemen et al., 2020; Tallberg, & Hamilton, 2022; Thomas, 2022). Posthumanist theorising (Satama, & Huopalaainen, 2019; Sayers, Martin, & Bell, 2021), ecofeminism (Donovan, 2006; Adams, & Gruen, 2014; Jones, 2010), feminist dog-writing (Haraway, 2003; McHugh, 2012) and innovative ethnographic methods (Tallberg, Jordan, & Boyle, 2014; Blattner, Donaldson, & Wilcox, 2020) have enabled us to gradually transcend ill-conceived dualities and binaries such as nature/culture, animal/human and men/women in our thinking and have helped us to expand our moral circles (Delmestri, & Schneeberger, 2022). However, nonhuman animals in organisations dominated by humans are still underresearched, marginalised and violently exploited.

Nonhuman animals in the animal industry suffer from gendered commodification and sexualised violence (Adams, 2010; Gillespie, 2014). However, having been born into this speciesist world, we are often not aware of “the monstrous systems of violence towards animals that exist all around us” (Wadiwel, 2016, p. 207). Moreover, humans who protest against the exploitation of nonhuman animals by refraining from eating animal products are confronted with vegaphobia, which is discrimination against vegans and vegetarians (Delmestri, 2018; Bendl, Delmestri, & Kudelka, 2019).

Even though nonhuman animals are objectified and devalued as ‘the other’, they resist and are “co-creators of their community” (Blattner, Donaldson, & Wilcox, 2020, p. 17). Exploring nonhuman animal agency and resistance (Wadiwel, 2016; Cornips, & Van den Hengel, 2021; Meijer, 2021) enables us to strive towards overcoming hegemonic human exceptionalism, anthropocentrism and speciesism (Caviola, Everett, & Faber, 2019).

By understanding nonhuman animals as individuals, we can unlearn speciesist language, which is a form of “self-aggrandizing prejudice” (Dunayer, 2001, p. 4). Using gendered pronouns when referring to nonhuman animals and refraining from using euphemisms that hide the human injustice and violence that they experience (Merskin, 2022; Stibbe, 2001), next to ‘queering’ animal liberation (Jones, 2010), we begin to grasp the richness of intersectional research.

In this stream, we seek to broaden our understanding of the intersectionalities between dimensions of diversity such as gender, race and species, since different kinds of oppressions are interconnected (Hovorka, 2012; Deckha, 2012; Caviola, Everett, & Faber, 2019; Cordeiro-Rodrigues, 2021). In order to achieve the goals of both theoretical as well as practical progress, we embrace activist scholarship as well as embodied and visceral methods of (action) research and compassionate research (De Rond, Holeman, & Howard-Grenville, 2019; Ash, 2017; Hansen, & Trank, 2016; Schneeberger, 2022). We also especially welcome contributions from scholars in the Global South who can provide perspectives for overcoming Eurocentrism and the dominance of Western perspectives in our global striving for knowledge and sensemaking.

We therefore invite papers reflecting on questions such as (but certainly not limited to) the following:

- Which roles do nonhuman animals play in organisations? How can we better take their needs and interests into account?
- Which workers’ rights do nonhuman animal workers have, if any? How could labour unions for nonhuman workers look like?
- How can we transform toxic masculinity in organisations, which harms human and nonhuman animals alike? (E.g. “Real men eat meat.”)
- How can research on speciesbased discrimination further the discourse on genderbased discrimination and vice versa?
- What does the interplay between antispeciesist activism and antiracist and antisexist activism look like?
- How are nonheterosexual nonhuman animals treated in organisations? Do they experience discrimination due to their sexuality?

- What does an antispeciesist language look like? How can we foster antispeciesist language (and antispeciesism more broadly) in organisations?
- How can we reduce vegaphobia in organisations?
- What role does ethical veganism play when it comes to feminist animal scholarship and activism?
- What is it like to be an activist scholar trying to contribute to dismantling oppression? How can we join forces and support each other?

For stream enquiries, please contact Regine Bendl at [regine.bendl@wu.ac.at](mailto:regine.bendl@wu.ac.at) and Doris Schneeberger at [doris.schneeberger@wu.ac.at](mailto:doris.schneeberger@wu.ac.at)

Abstracts of approximately 500 words should be submitted directly to the GWO2023 conference website in a ONE-page (A4-size, single-spaced, excluding references, with no headers, footers or track changes) Word document, NOT PDF. Abstracts are invited by the end of day 7 November 2022 (Central Africa Time - CAT), with decisions on acceptance to be made by stream leaders by December 2022. Prospective contributions will be independently refereed. Abstracts should include full contact details, including your name, institutional affiliation, mailing address and e-mail address. We are hoping to circulate abstracts prior to the 2023 GWO conference to those attending the conference.

Subject to full peer review, this stream may select suitable full papers for a special issue of the *Gender, Work and Organization* journal post the conference. If your abstract is accepted for this stream, you are encouraged to submit a full paper (5 000 to 7 000 words excluding references) by 28 February 2023, which may be considered for such a GWO journal special edition.

**More information about the conference can be found at:**

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

**Follow us at:**

Twitter: @GWO2023\_CT

Facebook: GWO 2023

LinkedIn: GWO2023-Conference

**More information about the *Gender, Work and Organization* journal can be found here:**

*Gender, Work and Organization* is a scholarly journal published by Wiley and edited by Alison Pullen and Banu Ozkazanc-Pan. The journal has an Impact Factor of 5.428 (2021) ISI Journal Citation Reports and a ranking of 2/44 (Women's Studies); 95/226 (Management).

## References

Adams, C. (2010). *The sexual politics of meat*. 20th anniversary edition. New York: Bloomsbury.

Adams, C.J., & Gruen, L. (2014). *Ecofeminism: Feminist intersections with other animals and the earth*. London: Bloomsbury.

Ash, J. (2017). Visceral methodologies, bodily style and the non-human. *Geoforum*, 82, 206-207.

Bendl, R., Delmestri, G., & Kudelka, P. (2019). Vegaphobie: Ein Hindernis auf dem Weg zur Nachhaltigkeit: Ökonomische und soziologische Perspektiven, in Luks, F. (ed.), *Chancen und Grenzen der Nachhaltigkeitstransformation*. Berlin: Springer. 201-229.

Blattner, C.E., Donaldson, S., & Wilcox, R. (2020). Animal agency in community: A political multispecies ethnography of VINE Sanctuary. *Politics and Animals*, 6, 1-22.

Caviola, L., Everett, J., & Faber, N.S. (2019). The moral standing of animals: Towards a psychology of speciesism. *Journal of Personality and Social Psychology*, 116(6), 1011-1029.

Cordeiro-Rodrigues, L. (2021). Connecting racial and species justice: Towards an Afrocentric animal advocacy. *Philosophy & Social Criticism*.

Cornips, L., & Van den Hengel, L. (2021). Place-making by cows in an intensive dairy farm: A sociolinguistic approach to nonhuman animal agency, in Bovenkerk, B., & Keulartz, J. (eds.), *Animals in our midst: The challenges of co-existing with animals in the Anthropocene*. The International Library of Environmental, Agricultural and Food Ethics, vol 33. Cham: Springer. 177-201.

Deckha, M. (2012). Toward a postcolonial, posthumanist feminist theory: Centralizing race and culture in feminist work on nonhuman animals. *Hypatia*, 27(3), 527-545.

Delmestri, G. (2018). Vegaphobia. Emancipation and institutional change for an overlooked diversity dimension. *Academy of Management Proceedings*. 17488.

Delmestri, G., & Schneeberger, D. (2022). Organizational change and work spirituality: Expanding the moral circle, in Altman, Y., Neal, J., & Mayrhofer, W. (eds.), *Workplace spirituality: Making a difference*. Berlin: De Gruyter. 95-109.

De Rond, M., Holeman, I., & Howard-Grenville, J. (2019). Sensemaking from the body: An enactive ethnography of rowing the Amazon. *Academy of Management Journal*, 62, 1961-1988.

Donovan, J. (2006). Feminism and the treatment of animals: From care to dialogue. *Signs*, 31(2), 305-329.

Dunayer, J. (2001). *Animal equality: Language and liberation*. Derwood, MD: Ryce.

Gillespie, K. (2014). Sexualized violence and the gendered commodification of the animal body in Pacific Northwest US dairy production. *Gender, Place & Culture*, 21, 1321-1337.

Hansen, H., & Trank, C.Q. (2016). This is going to hurt: Compassionate research methods. *Organizational Research Methods*, 19(3), 352-75.

Haraway, D. (2003). *The companion species manifesto: Dogs, people, and significant otherness*. Chicago, IL: Prickly Paradigm Press.

Hovorka, A. (2012). Women/chickens vs. men/cattle: Insights on gender-species intersectionality. *Geoforum*, 43, 875-884.

jones, p. (2010). Roosters, hawks and dawgs: Toward an inclusive, embodied eco/feminist psychology. *Feminism & Psychology*, 20(3), 365-380.

Kelemen, T.K., Matthews, S.H., Wan, M.(M.), & Zhang, Y. (2020). The secret life of pets: The intersection of animals and organizational life. *Journal of Organizational Behavior*, 41, 694-697.

Labatut, J., Munro, I., & Desmond, J. (2016). Animals and organizations. *Organization*, 23(3), 315-329.

McHugh, S. (2012). Bitch, bitch, bitch: Personal criticism, feminist theory, and dog-writing. *Hypatia*, 27(3), 616-635.

Meijer, E. (2021). Stray agency and interspecies care: The Amsterdam stray cats and their humans, in Bovenkerk, B., & Keulartz, J. (eds.), *Animals in our midst: The challenges of co-existing with animals in*

the Anthropocene. *The International Library of Environmental, Agricultural and Food Ethics*, vol 33. Cham: Springer. 287-299.

Merskin, D. (2022). She, he, not it: Language, personal pronouns, and animal advocacy. *Journal of World Languages*.

Satama, S., & Huopainen, A. (2019). 'Please tell me when you are in pain': A heartbreaking story of care, grief and female-canine companionship. *Gender, Work and Organization*, 26, 358-376.

Sayers, J., Hamilton, L., & Sang, K. (2019). Organizing animals: Species, gender and power at work. *Gender, Work and Organization*, 26, 239-245.

Sayers, J., Martin, L., & Bell, E. (2021). Posthuman affirmative business ethics: Reimagining human-animal relations through speculative fiction. *Journal of Business Ethics*, 178, 597-608.

Schneeberger, D. (2022). How can we reduce speciesism? - A psychological approach to a social problem, in Tallberg, L., & Hamilton, L. (eds.), *The Oxford handbook of animal organisation studies*. Oxford: Oxford University Press.

Stibbe, A. (2001). Language, power and the social construction of animals. *Society & Animals*, 9, 145-161.

Tallberg, L., & Hamilton, L. (eds.) (2022). *The Oxford handbook of animal organisation studies*. Oxford: Oxford University Press.

Tallberg, L., Jordan, P., & Boyle, M. (2014). The "Green Mile": Crystallization ethnography in an emotive context. *Journal of Organizational Ethnography*, 3(1), 80-95.

Thomas, N. (ed.) (2022). *Animals and business ethics*. Berlin: Springer.

Wadiwel, D.J. (2016). Do fish resist? *Cultural Studies Review*, 22(1), 196-242.