



# Gender, Work & Organization Conference

28-30 June 2023 | Stellenbosch | South Africa

GENDER, WORK & ORGANIZATION



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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?*

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

## CALL FOR ABSTRACTS/PAPER SUBMISSIONS

### STREAM TITLE:

Let us do THIS for inclusion: Transformation, Humanistic management, Intellectual activism, Social sustainability

### STREAM LEADERS:

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The ongoing COVID-19 pandemic is shining a spotlight on the need for humanistic management and a transformation in terms of how organisations share information, how they consider the individual needs of team members in defining new work arrangements (Georgiadou and Antonacopoulou, 2021) and how they create inclusively supportive climates (Triana, Gu, Chapa, Richard and Colella, 2021). In addition, the effective implementation of remote and flexible work practices requires a transformation in the mindset of managing people's expectations and accommodating their needs (Branicki, 2020; Janse van Rensburg and Smith, 2020). In turn, managers need to transform their approaches and trust their people for the work that they produce and need to be as flexible and adaptable as possible themselves. In any case, compassion and empathy should be at the core of organisational approaches, especially during times of crisis (Bahn, Cohen and Van der Meulen Rodgers, 2020).

The current 'turbulent' socio-economic environment has already left a deep scar on the work experiences of employees around the globe, particularly those in precarious jobs. It has brought to the surface the need for a transformation of the organisational and management approaches into ones that are characterised by empathy, determination, flexibility and a more humane face that understands and acknowledges the needs of employees (Georgiadou, Roumpi, Magrizos and McDonnell, 2021). Employees feel highly disconnected and disengaged from their organisational cultures, which represents one of the reasons behind the 'Great Resignation' wave. In this regard, organisations suffer the loss of competent and skilled employees (Pass and Ridgway, 2022). The need for transformation is even more prominent considering the 2030 Agenda for Sustainable Development that encourages actions to tackle issues such as gender equality that require new frameworks of governance and transformation (Weiland, Hickmann, Lederer, Marquardt and Schwindenhammer, 2021).

It is in this context that Contu (2018) stresses the necessity of reorienting our praxis by focusing on social change, social justice and social sustainability through intellectual activism. Collins (2013) defines intellectual activism simply as speaking truth to the people and to power, and more than ever before, it is now vital for individuals to consider how to put the power of their ideas into service to meaningful inclusion. It is therefore crucial to create spaces where individuals can develop as intellectual activists by allowing the roles of activists, researchers and professionals to interconnect and improve the world that we live in. These spaces within organisations can enable employees and organisations alike to thrive by engaging relevant stakeholders in this process to achieve social justice and a better future for all (Contu, 2020).

This stream aims to foster a discussion about the mutual entanglement of Transformation, Humanistic management, Intellectual activism and Social sustainability (THIS) in the present-day transformed organisations. The call is therefore directed to those who want to explore the gendered and marginalised impact of THIS on inclusion from a broad range of different disciplines and theoretical perspectives. We invite theoretical, empirical and methodological contributions that explore the way that different conceptions of THIS affect relational and organisational gendered and marginalised experiences at work, and how that conceptualisation constitutes an active medium of ensuring or hindering inclusion management in the organisation. Contributions from different fields are welcomed. We also encourage an interdisciplinary approach, acknowledging that gendered organisation of time has numerous intellectual roots and allies. The following issues are indicative, but not exhaustive, of our field of focus:

- Experiences of THIS of people at work and in organisations.
- How do different conceptions of THIS impact the experience of inclusion at work and in organisations?
- How do different conceptions of THIS impact vary across different cultural and institutional environments?
- What are the critical perspectives on THIS, gender, marginalised groups and inclusion in the Global South compared to the Global North?
- How have gendered and marginalised experiences at work been recognised in the Global South Latin American contexts?

- What kind of personal, organisational and public policies are required to ensure inclusion?
- What is the role of technology in breaking the patterns of inequality generated and perpetuated between marginalised identities in transformed work and organisations?
- How do THESE perceptions affect inclusive organisational behaviours?
- What is the impact of THIS inclusion and heightened intellectual activism on people working in organisations driven by humanistic management?
- Can THIS inclusion be an answer to the ‘Great Resignation’ that companies are facing nowadays?

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.

All abstracts will be peer reviewed. New and young scholars with ‘work in progress’ papers are welcomed. Papers can be theoretical or theoretically informed empirical work. In the case of co-authored papers, ONE person should be identified as the corresponding author.

In the first instance, abstracts should be emailed to [andri.georgiadou@nottingham.ac.uk](mailto:andri.georgiadou@nottingham.ac.uk)

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/)

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**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).

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