



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:

Tensions in technology: Solutions for marginalized work-life issues

STREAM LEADERS:

Maria Clar, Vienna University of Economics and Business, Vienna, Austria

Julie Monroe, Newcastle University Business School, United Kingdom

Ana Noveria, School of Business and Management, Institut Teknologi Bandung, Indonesia

Randa Salamoun, Olayan School of Business, American University of Beirut, Beirut, Lebanon

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



[@GWO2023_CT](https://twitter.com/GWO2023_CT)



[GWO 2023](https://www.facebook.com/GWO2023)



[GWO2023-Conference](https://www.linkedin.com/company/GWO2023-Conference)

Different technological capabilities produce particular effects on agents and the world, and the materiality of specific technologies afford particular modes of interaction (Orlikowski, 2010). Moreover, technological artefacts have material consequences for objective working conditions, for example making work-life management more arduous. Although the adoption of new technological solutions can address current individual user and organisational pain points, such solutions may also change power dynamics. Furthermore, when the spotlight is on user empowerment by new technology, understanding how the affordances of new technology to enable (empower) or constrain (oppress) are perceived is critical for inclusive implementation, especially in the case of marginal vulnerable user groups (Salamoun, Karam & Abdallah, 2020).

For women in the Global South and colonised world who face extremes of geospatial or socioeconomic disadvantage, particular challenges are faced, and much is at stake. The smartphone, for instance, blurs the boundaries between work and home, moving one into the traditional space defined for the other. Yet, social norms that confine women to particular roles may be reshaped through technological advances that open opportunities for gender equality. For example, in the case of unpaid work, virtual assistants, online food-ordering platforms, task apps, baby technology and domestic robots have the potential to address gendered inequalities in the division of domestic labour.

Where mobile technologies illustrate the potential for defeminising work that is unpaid, it is necessary to critically evaluate the regendering care phenomenon that can alleviate women's unequal share of unpaid work in the home. With a proliferation of apps created to remotely manage household tasks and responsibilities, we see the potential of the internet to address inequalities associated with marginalised gender identities that include women, nonnormative heterosexual men and the lesbian, gay, bisexual, transgender and queer plus (LGBTQ+) community. These and other marginalised gender identities further intersect with race, ethnicity, age, religion, class, bodily and cognitive ability, nationality, geospatial and socioeconomic origin or placement, educational background and job type so that the usage and consequences of technologies may be experienced differently.

Intersectional inequalities in digital wellbeing (Vanden Abeele, 2020) can be connected to intersectional inequalities in internet technology use for work-life navigation. With the ubiquity of mobile connectivity, designing for digital wellbeing is increasingly becoming a critical area for interdisciplinary research across computer and information sciences and design-led innovation (Cecchinato et al., 2019; Rich et al., 2020). Therefore, this stream connects research about intersectional inequalities at the work-life boundary (ONS, 2016a; 2016b) and organisational and social aspects of information technology (Ling & Yttri, 2002; Ling, 2004).

We pose the following questions, among others: How does the gender-technology relationship impact everyday life at home and at work? How do intersectional forces impact work-life articulation? How does marginality impact the user experience of existing internet technologies that support work-life management? What does activist feminist research tell us about the potential to improve on existing technologies? How is internet technology implicated in the marginalisation of gender identities related to geospatial or socioeconomic origin and placement?

To address questions such as these, we welcome submissions from any philosophical perspective, and we especially welcome papers that explore the impact of the gender-technology relationship within the indicative themes below:

- Feminist philosophy of technology perspectives on the potential of the internet to overcome inequalities associated with marginalised gender identity: the role of technologies such as mobile apps in supporting gender equality at work.
- Gendered relationships between information and communications technology and work-life articulation: tensions at the technology-organising nexus and the impact of apps on regendering/defeminising care.

- Exploration of technology and power differential through a feminist lens: digital divides emerging from gendered participation in the digital world and the mediation by technology of intersectional inequalities in workplace social relations.
- Theoretical and empirical contributions that advance workplace policy and practice through addressing inequalities faced by marginalised individuals through discrimination or gendered violence, alleviating gender-based oppression through feminist economic initiatives and social policy.
- Activist scholarship that shapes technological change to improve the experience of marginality, for example technologies that design for inclusive workplace futures so that disabled people have equal access to work.
- Feminist labour economics insights on intersectional inequalities in working from home, especially in the Global South where the distribution of occupations that can work from home is skewed owing to unequal access to internet technologies.
- Empirical research about new technologies that support working from home and potential impacts on digital wellbeing and work-life balance through discourse that extends beyond heteronormative ideals.
- Gender and social justice scholarship, in formal or informal economies, that reflects the technology mediation of working lives beyond the experience of middle-class workers in the Global North.
- Technofeminist perspectives on designing for digital wellbeing, including, for example, the development of feminist design methodologies.
- Digital solutions that advance global workplace equality challenges, including research that evaluates digital solutions for geospatial gender marginalisation as it relates to work and organisation.

If you wish to propose a session within the stream, that is, 3-4 papers tied together with a specific focus or theme, the organisers will try to accommodate them in the programme.

For stream enquiries, please contact tensionsintechnology@gmail.com.

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, authors 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/

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

Ahmed, A. and Irani, L.C. (2020) 'Feminism as a Design Methodology', *Interactions*, 27(6), pp. 42-45.

Cecchinato, M.E., Rooksby, J., Hiniker, A., Munson, S., Lukoff, K., Ciolfi, L., Thieme, A. and Harrison, D. (2019) Extended Abstracts of the 2019 CHI Conference on Human Factors in Computing Systems.

Ling, R. and Yttri, B. (2002) 'Hyper-coordination via mobile phones in Norway', in Katz, J.E. and Aakhus, M. (eds.) *Perpetual Contact: Mobile Communication, Private Talk, Public Performance*. Cambridge: Cambridge University Press. pp. 139-169.

Ling, R.S. (2004) *The Mobile Connection: The Cell Phone's Impact on Society*. San Francisco, CA: Morgan Kaufmann.

ONS (2016a) Changes in the value and division of unpaid care work in the UK: 2000 to 2015. Available at:

<https://www.ons.gov.uk/releases/changesinthevalueanddivisionofunpaidcareworkintheuk2000to2015> (Accessed: 23 February 2018).

ONS (2016b) Women shoulder the responsibility of 'unpaid work'. Available at:

<http://visual.ons.gov.uk/the-value-of-your-unpaid-work/> (Accessed: 11 November 2016).

Rich, A., Aly, A., Cecchinato, M.E., Lascau, L., Baker, M., Viney, R. and Cox, A.L. (2020) 'Evaluation of a Novel Intervention to Reduce Burnout in Doctors-in-Training Using Self-care and Digital Wellbeing Strategies: A Mixed-methods Pilot', *BMC Medical Education*, 20(1), p. 294.

Salamoun, R., Karam, Ch. M. and Abdallah, C. (2020) 'A Feminist Lens to Reveal Power Relations in Smartphone Use by Refugees', *Gender, Work and Organization*, 24-26 June.

Vanden Abeele, M.M. (2020) 'Digital Wellbeing as a Dynamic Construct', *Communication Theory*.