



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:

Collective mobilization for pathways to more inclusive Human Resource management practices in emerging and developing economies

STREAM LEADERS:

Fida Afiouni, Olayan School of Business, American University of Beirut

Lina Daouk-Öyry, BI Norwegian Business School, Oslo, Norway

Manal El Aboubi, University Mohamed V (Morocco), Research Affiliate, Economia HEM Research Center

Carmen Geha, Department of Political and Social Sciences, Pompeu Fabra University
Charlotte Karam, Telfer School of Management, University of Ottawa

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This stream focuses on pathways to more inclusive human resource management (HRM) practices in workplaces embedded within emerging and developing economies across the globe. The primary aim is to highlight and trace collective efforts to mobilise for change and the related mechanisms, mediums and steps. In the absence of or the nascent emergence of modern social welfare policies and adequate legislation to ensure dignified work and safe and inclusive workplaces, we are interested in discussing the role that collective mobilising can play in pushing for more inclusive workplaces and how it can help to develop new strategies for gender equality in the context of an increasingly corporate-dominated world (Grosser & McCarthy, 2019). Such collective mobilising working at the meso organisational level can help to fill a deficit in policies left by weak states in developing or underdeveloped economies. The collective mobilising efforts that are of interest exist across multiple actors, including, for example, representatives from civil society organisations (CSOs), nongovernmental organisations (NGOs), intergovernmental agencies, public sector gender machineries, union and trade collectives, and the private sector, as well as engaged scholars, activists and expert professionals.

As stated by Grosser (2021), by engaging in discussions about intellectual/academic activism in organisation studies (Contu, 2018; 2020), we aim to contribute to the wider debate about how we can make a positive difference in the world as academics, extending also to community collaboration (Stahl & Shdaimah, 2008) and the “research impact agenda” (Rhodes, Wright & Pullen, 2018). The focus on gender, marginalised minorities other than women and the importance of incorporating an intersectional approach (Crenshaw, 1997; Collins, 2000) into workplace/employment experiences within emerging and developing economies is central to this stream. In this way, we aim to widen the possibilities to understand and theorise about the structural relations of inequality and to widen the bases for collective mobilising around the concrete experiences of multiple forms of oppression (Afiouni & Karam, 2019) that speak from “historically specific social locations” (Harding, 2004, p. 4).

The focus on collective mobilising is key as it moves us away from individual action and knowledge to action and knowledge that are more relational. Understanding what is needed to move toward more inclusive HRM practices from a relational perspective presents a variety of opportunities and challenges to researchers and practitioners alike. Gray and Schruijer (2010), for example, note that a significant challenge involves understanding the differences in making sense of the problem given variations in life experiences, history and values. This suggests that for collective mobilising to be successful across actors, the integration of diverse voices is key. The authors further suggest that such efforts are foundational to generating an appreciation for the diversity of viewpoints that multiple parties bring to a problem (or opportunity) and, at the same time, to corralling and channeling this diversity into problem solutions that all parties can accept. Thus, there is a need for relational practices that simultaneously foster and manage the differences in the various parties’ perspectives (Gray & Schruijer, 2010, p. 123).

The call for more relational perspectives is relevant not only to fostering more inclusive HRM practices but also to responding to the wicked problems and grand challenges of today’s world. Collaborative ingenuity and ongoing collective mobilising for robust solutions are key for meeting the dire challenges of today (Hibbert, Siedlok & Beech, 2016; Termeer et al., 2015; Creed et al., 2022). Indeed, the strategies for collective robust action in responding to the broader multitude of global grand challenges (Ferraro, Etzion & Gehman, 2015) need to be further explored and shared.

In this stream, we seek to uncover and share possible strategies for collective mobilising. We hope to bring together papers that allow us to foster a forum to delve deeper into the relational aspects of collective mobilising as instances of collective robust action and to provide a space for the sharing and unpacking of stories of success and failure. We are particularly interested in stories of mobilisation towards more inclusive HRM practices in workplaces that are anchored in critical and feminist literatures.

Questions that might be addressed by papers in this stream, by no means exhaustive, include the following:

- What are real case examples of successful collective mobilising toward inclusive HRM practices? What differentiated roles did key actors (e.g. CSOs, NGOs, intergovernmental agencies, public sector gender machineries, union and trade collectives, the private sector, engaged scholars, activists and expert professionals) play in collectively mobilising for more inclusive workplaces?
- What are the key mechanisms, mediums and steps to motivate and sustain collective efforts to mobilise for more inclusive HRM practices in emerging and developing economies?
- What are the challenges and opportunities facing HR managers when attempting to incorporate a more intersectional approach in building pathways to more inclusive HRM practices?
- How can feminist and critical theories be leveraged to generate more scholarly debate about inclusive HRM practices?
- How can transnational feminist mobilisation be built and leveraged to push for more inclusive workplaces?
- What are the foundational components for pragmatic models of collective mobilisation that have been shown to foster more inclusive HRM practices?
- In what ways does adopting a relational perspective on pathways to more inclusive HRM practices open up opportunities for managing differently and for addressing grand challenges?
- In building more inclusive pathways forward, what are the comparative pitfalls of integrating diverse voices, and how do managers overcome these?
- What are the specific nature and parameters of the strategies for collective robust action in tackling more inclusive HRM practices in emerging and developing economies? What are real case examples of collective mobilising for robust solutions toward more inclusive HRM practices? What makes them robust?
- How can universities and academics play a role in mobilising for structural and HRM policy change in emerging and developing economies?

For stream enquiries, please contact Fida Afiouni at fa16@aub.edu.lb and/or Charlotte Karam at ckaram@uottawa.ca.

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:

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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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