



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:

Feminisms from the margins in work and organizations:
Intellectual insurgencies to achieve social justice

STREAM LEADERS:

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“La razón eurocentrada presentándose a sí misma como la única existente nos ha despreciado, ha despreciado nuestros cuerpos, nuestra lengua, nuestros modos de hacer y recrear el mundo, ha invalidado nuestras formas de experimentarlo y hacerlo posible”

Yuderkys Espinosa Miñoso (2020)

“Our experience cannot be read as stories to ‘lull those of the big house (the enslaver’s residence)’ but rather to bother them in their unrighteous slumber”
Conceição Evaristo (2007, p. 21)

This stream is interested in works that address feminisms from the margins as the avenues to construct new futures for debates and praxis to tackle inequalities in work and organisations. There is much scope for these discussions to engage with strategies of reclamation, demarginalisation, re-existence and insurgency to interrogate the multiplicity of possibilities of organised societies, management paths, epistemologies, ontologies, writings and research interrogations that go beyond the metaphorical use of terms such as ‘intersectionality’ or ‘decoloniality’ and instead focus on research committed to situated social justice.

Feminism continues to be of importance in discussions about intersectionalities, work and organisations given its central role in highlighting, challenging and contesting marginalisation, exclusion and invisibilisation. However, there are fundamental dilemmas about inclusivity, social justice between axes of oppressions and privileges that create ambiguity, fractures and new challenges, and require more dialogue and discussion. For example, the intersectionalities of marginalisation are multilayered and speak to complexity and nuance in the articulation of socially constructed categories of difference and how their ascribing processes operate (e.g. race/racialisation, ethnicity/ethnicisation, gender/gendering and class/classing, among many others). Some important tensions have brought to the fore the fractures within feminism as the dominant feminist intellectual project is considered too White/Anglo/Western Eurocentric. One of the main tensions is its history that has simultaneously made visible the struggles of some groups of women and largely ignored the struggles of others. This tension has led to questions about what is next in the fight against inequalities and the achievement of social justice in social and working life. An important point underpinning these discussions is the question of how to remain with the struggle whilst not reproducing the exclusion that has historically characterised it.

Yuderkys Espinosa Miñoso (2020) has argued that it is important to call out the commitment that feminism has had and continues to have with Western modernity because it is only through this recognition that we are able to see how the feminist project has imposed universalising truths about struggles for social justice in ways that have othered diverse groups and located them in a dehumanising and illegitimate position.

The question of feminism is then different when asked from a position that has normalised the suffering and death of Black/indigenous/racialised groups.

Against this backdrop, feminisms ‘from the margins’ (e.g. decolonial feminism, Islamic feminism, intersectionality feminism and Black feminism) have emerged as critical voices and voices of the ‘otherwise’. These feminisms have existed concomitantly with mainstream feminisms, but their genealogies have been part of hidden and marginalised epistemes.

For example, these feminisms are rooted in traditions that primarily rely on the oral histories of the marginalised; they speak the language of the everyday and in doing so remain outside the realms of formalised structures and discussions about work and organisations.

The reproduction of hierarchies of value in knowledge production, which has been ordinarily used as a mechanism of colonial power to locate 'the Other', is reproduced in the treatment of feminisms from the margins, which have not been awarded the same intellectual status as feminisms emerging from the hegemonic centres of power. In this respect, their epistemes remain largely obscured in discussions about Othered lives and their (re)productive existence. The latter has been exacerbated by what Mansoor (2016) terms West-centric patriarchal articulations, such as empowerment, agency and selfhood, which are used to sustain binaries between margin and centre, agency and disempowerment, and Third World feminism and First World feminism.

In addition, dialogue with decolonial feminism related to intersectionality brings a challenge and commitment to address anti-racism, anti-capitalism, anti-sexism, anti-imperialism, anti-ethnicism and anti-LGBT+, the Anthropocene and other axes of oppression when debating and understanding the multiplicity of systems that (dia)logically compose modern society (Vergès, 2020). In this way, feminisms from the margins speak to the intersectional inequalities from a perspective that encompasses activist praxis in research committed to social change (Collins, 2015). These feminisms aim for the non-hierarchisation of exclusionary bordering and the elimination of the dominance of the heritage of Eurocentric models and formats of research.

Thinking about the critical role of the academy, even with its ambiguities and limitations, we believe that engaged research can build, register, contemplate and organise knowledge production and what we consider activist research in an 'otherwise' way. In this space, feminisms from the margins bring to the fore the work of research activists that promotes epistemic, ontological and organisational changes in a society that see modernity and coloniality as ways of doing and organising power, being and knowledge (Maldonado-Torres, 2019).

We are interested in engaging in dialogue about feminisms from the margins both as explained in this call and as understood in ways that are not included in this call. We recognise that discussions are shaped by different positionalities and locations, and our aim is to engage in dialogue that centres the potential of feminisms from the margins to be catalysts for intellectual insurgencies that can tackle inequalities in work and organisations and achieve social justice.

In addition, we welcome discussions that displace what is understood by intellectuality (e.g. social movement perspectives). We understand the limitations of intellectual insurgencies that originate from the academy without interlocution with oppressed social groups, streets, cities, peripheries and urban political activism. Our point is that intellectual insurgencies based on a conception of exclusionary intellectuality that does not recognise local knowledges hurt the very origin of transformational praxis.

Send enquiries for this stream to Jenny Rodriguez: jenny.rodriguez@manchester.ac.uk.

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/

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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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