



# 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:

From Africa to Latin America Women Entrepreneurship Nervous Condition: The feminist challenge of colonialism, poverty & freedom in the developing world, a new movement?

### STREAM LEADERS:

Joelle Cruz University of Colorado, USA

Lucia Garcia, LSE, UK

J. M. Imas, Kingston University, UK

Guillermo Rivera, PUCV, Chile

Barbara Szaniecki, ESDI, Rio de Janeiro State University

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“Baba said I don’t need to be educated.... I must learn to be a good wife.... This business of womanhood is a heavy burden.... What will help you, is to learn to carry your burdens with strength”.  
(Dangarembga, 1988:viii).

We are inspired by Tsitsi Dangarembga’s novel *Nervous Condition* (1988) to invite papers and aesthetic contributions that address Global South women “entrepreneurial activism” in order to respond to the conference call that seeks to give voice to those women whose identities still remain marginalised in work and organization. Those women who have faced the “burden” of what it means, under precarious and marginal conditions, to create and develop their entrepreneurial selves and businesses. Meaning an entrepreneurship practice that reflects a challenge to entrepreneurial Eurocentrism (e.g., Beresford, 2020). Those women who under colonialism and patriarchy have suffered psychologically and physically, undermining their creativity and opportunities to succeed (e.g., Hungwe, 2006). We consider that this is an area that still requires extensive research not only adopting feminist (e.g., Özkazanç-Pan, 2017) or entrepreneurship perspectives (e.g. Ramoglou, 2013), but those which reflect the cultural/historical settings from which these women are from in the developing world (e.g., Akhalwaya and Havenga, 2012).

Theoretically, this is an aspect that still relies on Western approaches to construct representations of “marginal entrepreneurial women in the global south”. For instance, intersectionality, i.e., the oppression experienced by minority women in the global north (Crenshaw, 1991) has become the dominant theoretical framework upon which to construct those representations. We, on the other hand, are inviting contributions that explore theoretical ideas that either emanate from Pan-African feminist theoretical constructs, e.g., Stiwanism (Ogundipe-Leslie, 2011) that invite people to adopt an African historical/philosophical underpinning to explore the experience of marginal women in Africa; or Nego-feminism (Nnaekema, 1985) that challenges Western feminist views in the context of Africa. Additionally, we also invite feminist approaches from Latin America such as communitarian feminism (Cabnal, 2010); Espinosa’s (2009) or Medina’s (2013) feminist approaches that examine who sustain power structures that oppresses, homogenised and attempt to institutionalised “indigenous” women in Latin America and beyond. For them, it appears that indigenous women always required to be “educated” in conformity with current (feminist and organization) Eurocentrism, disregarding their way of thinking. This is something extensively illustrated by decolonial feminist scholars such as Mohanty (1988), Lugones (2010) and Chanda (2005) who point out the truncated image under which women in the Global South are still depicted as, e.g., lacking development, education, agency, knowledge and progress. As a consequence, we do not get to hear enough about their entrepreneurial activism that advance their own entrepreneurship identities, rights and traditions. They are, in other words, still marginalised from mainstream work, organization and business entrepreneurship.

The recent Covid-19 pandemic has exposed further this discrimination. The pandemic has been extremely negative for women in the Global South. A recent United Nation’s report (2020) highlights precisely how women have been exposed to increase inequality, violence and poverty. Al-Ali (2020) stresses how post-pandemic women in the Global South have, regrettably, lost momentum in their emancipatory struggle. Women and girls, e.g., in Uganda, lost access to sell their products and goods, preventing them also of accessing their gardens where they grew foods. The pandemic, then has impoverished women rather than, as experience by women in Chile pre-pandemic, advance further their entrepreneurial activism.

Perry and Borzutzky (2022) discussed how a feminist uprising in 2019 in Chile exposed the societal inequalities that Chilean women suffered since colonial times. More important though for this call, it shows the institutionalised practices that sustain women inequality, making women still “dependant” on men. This situation has consequences for their capacity to create an entrepreneurial identity and businesses that can generate wealth, aggravating their “condition” of womanhood. This is discussed further in Borquez’s book *Women’s Hope, Crisis and Pandemia* (2021) where it is revealed how women’s “burden” is lived through and post pandemic. Women face unemployment, exposure to

unpaid domestic jobs and their contribution to socio-economic progress is seen as “worthless”. Simply, it seems that Global South women in the 21st Century, remain in a state of nervous condition, i.e., yearning and wanting to break from the chains imposed by post-colonial capitalist systems that deprive them of a strong agency and voice to air their entrepreneurial capacities and achievements. They continue to be at the periphery of entrepreneurial, organization and work development.

Therefore, this stream would like to challenge this state of affairs by inviting Global North and South academics, activists and entrepreneurs to challenge and advance theories and practices that can contribute to enhance and empower Global South women entrepreneurs’ identities. We would like to receive traditional and non-traditional academic contributions as well as artistic interventions in the form of aesthetic installations, addressing the following topics:

- Decolonial and postcolonial feminist narratives that illustrate the way in which marginal entrepreneurial women are breaking from post-colonialism and patriarchy
- Conceptual theories that examine how Global South entrepreneur women construct and exercise their agency from Pan-African feminist or Latin American feminist perspectives
- African and Latin American feminist approaches that theoretically challenge the women entrepreneurial identity of marginalised Global south women
- Aesthetic and visual representations of Global South women entrepreneur communities that defies their “traditional” depictions
- Women stories of how marginalisation is experience in relation to the creation of their own businesses
- Methodologies that question Eurocentric practices of how to “study” women entrepreneurs in the Global South
- The development of a new global south theoretical framework that addresses poverty, marginalisation and development among Global South Women
- Resistance, struggle and assertion of (a political) entrepreneurial movement of/for marginalised women

Finally, an invitation to activist/academic practitioners to envision a different entrepreneurial practice that potentiate and empower marginalised women in the Global South

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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/)

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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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