



Gender, Work & Organization Conference

28-30 June 2023 | Cape Town | in person



Stellenbosch
Business School



2023 CALL FOR STREAM PROPOSALS / STREAM LEADERS

Gender, Work and Organization
13th International Interdisciplinary Conference

Conference theme:

Marginalized gender identities: How can intellectual activism transform work and organization?

28-30 June 2023, Cape Town, South Africa
Hosted by Stellenbosch Business School

The deadline for stream proposals is 29 July 2022

The conference email address is: GW02023Conference@sun.ac.za

The conference website is:

https://www.usb.ac.za/usb_events/gender-work-organization

Launched in 1994, *Gender, Work and Organization* was the first journal to provide an arena dedicated to debate and analysis of gender relations, the organization of gender and the gendering of organizations. The *Gender, Work and Organization* conference provides an international forum for debate and analysis of contemporary issues affecting *gender studies at work, in organizing work, and in jobs*. The 2021 conference at Kent University, United Kingdom, attracted more than 600 international scholars from over 30 nations. This was followed by the conference hosted in Bogota, Columbia. Next, we will gather for the first time on the African continent, *in person*, in South Africa, in 2023. Depending on feasibility, a limited number of sessions of the conference may be hosted online.

Details on streams

The conference is organized primarily as a series of streams. **Expressions of interest for the role of stream convenors at the conference in the format of stream proposals** are invited. Stream proposals are written as a call for papers on a particular topic. There will also be an open stream that will cater for authors whose paper abstract is accepted but does not fit into one of the agreed streams.

What is the role of stream convenors?

Stream convenors for each stream should ideally span across at least three countries, to represent diverse contexts and perspectives. We also encourage stream convenor teams between institutions on the continent of Africa and elsewhere.

Stream convenors are responsible for:

- Drafting a call for papers for a stream that they are proposing (the Stream Proposal).
- Submitting their stream proposal to the GWO2023 organizers for approval by uploading it on the [conference website](#).
- Once a stream proposal is accepted, generating publicity for their stream's call for paper abstracts by using their own and GWO networks.
- Refereeing and then selecting papers/abstracts for inclusion in their stream.
- Collating a list of accepted papers and submitting those to the GWO2023 organizers.
- Attending the GWO2023 conference and coordinating the stream during the conference.
- Editing a special issue of the journal based on their stream, if such is agreed by the journal editors.

Call for streams for the 2023 conference

The GWO 2023 Program Committee invites proposals for stream topics that respond to the conference theme: *Marginalized gender identities: How can intellectual activism transform work and organization?*

Societies around the globe are experiencing increased migration, inequality, and non-standard and precarious employment relationships, which further deepen exclusion of marginalized gender identities in the context of work and organization (Casale & Posel, 2021). Thoughtful resistance against failing political, legal, and economic policies is diluted in the face of corruption and the failure of the State to meaningfully intervene. There is a vacuum of informed, sustainable action that could emerge from

collaboration between business, government, NPO, activist, and researcher communities. This vacuum is often filled by populist rhetoric, drowning out intellectual contributions (Mama, 2020). At this conference, we call to embrace and develop our intellectual activism, a concept developed by Patricia Hill Collins regarding the diverse ways that people place the power of their ideas in service to social justice (Collins, 2012; Contu, 2017). Human rights form the bedrock of the South African constitution and social justice journey, making Cape Town the ideal location to invite a productive gathering of intellectual activists.

We invite scholars from the global South and North to critically interrogate taken-for-granted, borrowed, and misaligned theories that inform responses to gender inequality globally (Jaga, 2020). Like social justice scholarship, intellectual activism aims to bring together ethically driven theory and activism (Rhodes, 2017), and is a commitment by feminist work- and organizational researchers to consciously engage in addressing unequal relations or conditions at work and in business that cause injustices and privileging of some while marginalizing others (Butler, 2011; Love, Booyesen, & Essed, 2017; Hernandez, Ngunjiri, & Chang, 2015; Ngunjiri et al., 2017).

Marginalized [gender](#) identities include [women](#), [non-normative](#) heterosexual men, and the lesbian, gay, bisexual, transgender, and queer plus ([LGBTQ+](#)) community, which further intersect with [race](#), ethnicity, age, [religion](#), [class](#), [bodily](#) and [cognitive](#) ability, [nationality](#), [geospatial](#) and socioeconomic origin or placement, [educational background](#), and [job type](#). In the setting of work and organization, marginalized individuals and groups face isolation, gendered violence, disempowerment, discrimination, and stereotyping, robbing them of their dignity and ability to fully participate in and contribute to economic activity and workplace creativity. Marginality can also serve to [overcome limitations](#), and intellectual activist scholars may find answers in cultural differences for the advancement of workplace practice.

The aim of this conference is to advance our understanding of marginalized gendered identities at work within both formal and informal economies (Hatch & Posel, 2018; Mosomi, 2019), and to articulate the value of gender scholarship praxes that actively improve the lives of employees, thereby creating opportunities for justice in organizations. Gender scholarship in the context of work and organization tends to be robustly built on experiences of lives in the global North and on middle-class, white-collar employees. To address the geopolitics in knowledge production and advance global workplace equality for all (see Boros, Bosch, & Shymko, 2020; Jaga, 2020), we also invite perspectives from the global South and colonized world (Connell, 2012, 2019; Carrim & Nkomo, 2016).

Possible topics for streams

Stream topics should broadly respond to the conference theme: *Marginalized gender identities: How can intellectual activism transform work and organization?* The focus on intellectual activism presented here is, however, in no way intended to impose limits on stream topics and approaches. Convenors are invited to submit stream proposals that adhere to the theme of this conference, but also proposals outside this theme, within the broad remit of GWO. The Program Committee will work to ensure a diverse range of stream topics, and are seeking to broaden its reach to intellectual activists working on marginalized gender identities – those on the periphery of dominant social science disciplines such as geography, economics, and STEM.

Possible stream proposals could include, but are not limited to:

- Societal and workplace changes that impact marginalized gender identities.
- How marginalized gender identities can be embraced in the future workplace.
- The role and place of intellectual activism in advancing marginalized gender identities in the workplace.
- Workplace marginalization of gender identities related to geospatial or socioeconomic origin and placement.
- An exploration of work in relation to non-normative heterosexual men.
- Gender identity work as it relates to job types and industries of minorities.
- Distinct challenges of stigmatized or marginalized employees in relation to both visible and invisible aspects of their gender identities.
- The formulation of work and organization responses to gender marginality relevant to the global South.
- Pandemics and marginalized gender identities.
- Geography and geospatial gender marginalization as it relates to work and organization.
- Gender equality through feminist economics.
- Marginalized gender identities and STEM.
- Work organization for marginalized employee and employer organizations, including new forms of organizing and management.
- Intersectional lenses on work and organization through intellectual and community activism.

Criteria for stream proposals

GWO2023 is an international conference, and priority in selecting streams for inclusion will be given to multinational stream convenor teams of scholars, which ideally should span across at least **three** countries to represent diverse contexts and perspectives. We also encourage stream leader teams between institutions on the continent of Africa and elsewhere. The streams should create greater cohesion among conference attendees and foster dialogue on the conference theme. Subject to full peer review, stream papers often make up a special issue of the GWO journal, and these are given priority in the publication queue.

An example of a previous year's stream proposal can be downloaded from the conference website. Stream proposals can be uploaded to the [conference website](#).

Although we cannot guarantee an online version of the conference, it would be helpful if you could indicate your preference for the format of the stream – *in person* or *online*. Irrespective of the format, stream convenors are expected to attend the conference in person.

Stream proposal formatting

Please format your proposal in 12 pt, Calibri, 1.15 line spacing; A4 page format, no more than 1 500 words in length (total, including references), as an MS Word attachment (NOT PDF).

How do I submit a stream proposal?

- Reach out to at least two other scholars from different countries to agree to convene the stream with you.
- Upload your stream proposal to the [conference website](#) no later than 29 July 2022.
- For any queries, email GWO2023Conference@sun.ac.za

Feedback timeline

- Stream proposals submitted by 29 July 2022.
- Decision on acceptance of stream proposal on or before 17 August 2022.
- Approved stream proposals to be circulated to the stream convenors' own network. Deadline for submission of abstracts to the conference website under a particular stream is 7 November 2022.
- Stream convenors to plan to do selection of papers in their streams.
- Acceptance of abstracts communicated by 5 December 2022.

Enquiries and other information

- Informal enquiries regarding *streams* and the *call for papers*, including guidance notes for prospective stream convenors, can be directed to Anita Bosch, Ameeta Jaga, Faith Ngunjiri, and Nasima Carrim at GWO2023Conference@sun.ac.za.
- After exhausting your own networks, should you require assistance in identifying a stream partner in another country, please let us know so that we can circulate a call for collaboration to interested partners.
- For all other enquiries, please contact us at GWO2023Conference@sun.ac.za

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The Conference is hosted by Stellenbosch Business School, Cape Town, South Africa.

More information can be found on the [conference website](#).

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