



Gender, Work & Organization Conference

28-30 June 2023 | Stellenbosch | South Africa

GENDER, WORK + ORGANIZATION

SUPPORTED BY
PRME
an initiative of the
United Nations Global Compact



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, Stellenbosch, South Africa

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

The conference website is [here](#)

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.

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 and Stellenbosch the ideal locations 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 Boroş, Bosch, & Shymko, 2020; Jaga, 2020), we also invite perspectives from the global South and colonized world (Connell, 2012, 2019; Carrim & Nkomo, 2016).

The Program Committee will work to ensure a diverse range of topics and events, and are seeking to broaden its reach to intellectual activists working on marginalized gender identities – also those on the periphery of dominant social science disciplines such as geography, economics, and STEM.

REFERENCES

- Boroş, S., Bosch, A., & Shymko, Y. (2020). North meets South: A call for inclusive global research. *EFMD Global Focus*, 2(14), 86-89. www.globalfocusmagazine.com
- Butler, J. (2011). *Bodies that matter: On the discursive limits of sex*. Routledge.
- Carrim, N. M. H., & Nkomo, S. (2016). Wedding intersectionality, theory and identity work in organizations: South African Indian women negotiating managerial identity. *Gender, Work and Organization*, 23(3), 261-277.
- Casale, D., & Posel, D. (2021). Gender inequality and the COVID-19 crisis: Evidence from a large national survey during South Africa's lockdown. *Research in Social Stratification and Mobility*, 71, 100569. DOI: 10.1016/j.rssm.2020.100569
- Collins, P. H. (2012). *On intellectual activism*. Temple University Press.
- Connell, R. (2011). Gender and social justice: Southern perspectives. *South African Review of Sociology*, 42(3), 103-115.
- Connell, R. (2019). New maps of struggle for gender justice: Rethinking feminist research on organizations and work. *Gender, Work & Organization*, 26(1), 54-63.
- Contu, A. (2017). Let's up the ante: A call for intellectual activism in business schools. Available at: SSRN 2928841
- Essed, P. (2013). Women social justice scholars: Risks and rewards of committing anti-racism. *Ethnic and Racial Studies*, 36(9), 1393-1410. DOI: 10.1080/01419870.2013.791396
- Hatch, M., & Posel, D. (2018) Who cares for children? A quantitative study of childcare in South Africa. *Development Southern Africa*, 35(2), 267-282. DOI: 10.1080/0376835X.2018.1452716
- Hernandez, K. C., Ngunjiri, F. W., & Chang, H. (2015). Exploiting the margins in higher education: A collaborative autoethnography of three foreign-born female faculty of color. *International Journal of Qualitative Studies in Education*, 28(5), 533-551. DOI: 10.1080/09518398.2014.933910
- Jaga, A. (2020). Something new from the South: Community, work, and family in South Africa. *Community, Work and Family*. Available at: <http://www.tandfonline.com/10.1080/13668803.2020.1800591>
- Love, C. D., Booyesen, L. A. E., & Essed, P. (2018). An exploration of the intersection of race, gender and generation in African American women doing social justice work. *Gender, Work and Organization*, 25(5), 475-494.
- Malinga, M., & Ratele, K. (2022). Fatherhood among marginalised work-seeking men in South Africa. *Contributions to Management Science*, 265-278. DOI: 0.1007/978-3-030-75645-1_15
- Mama, A. (2020). 'We will not be pacified': From freedom fighters to feminists. *European Journal of Women's Studies*, 27(4), 362-380. <https://doi.org/10.1177/1350506820953459>

Mosomi, J. (2019). An empirical analysis of trends in female labour force participation and the gender wage gap in South Africa. *Agenda*, 33(4), 29. DOI: 10.1080/10130950.2019.1656090

Ngunjiri, F. W., Almquist, J., Beebe, M., Elbert, C., Gardiner, R., & Shockness, M. (2017). Intersectional leadership praxis: Unpacking the experiences of women leaders at the nexus of roles and identities. In J. Stoberg-Walker & P. Haber-Curran (Eds.), *Theorizing women and leadership: New insights and contributions from multiple perspectives* (pp. 249-263). IAP.

Rhodes, C. (2017). Ethical praxis and the business case for LGBT diversity: Political insights from Judith Butler and Emmanuel Levinas. *Gender, Work & Organization*, 24(5), 533-546.

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

Follow us on:

Twitter: [@GWO2023_CT](#)

Facebook: [GWO 2023](#)

LinkedIn: [GWO2023-Conference](#)

Conference Convenors: Anita Bosch (Stellenbosch Business School, SOUTH AFRICA)
Ameeta Jaga (University of Cape Town, SOUTH AFRICA)
Faith Ngunjiri (KENYA)
Nasima Carrim (University of Pretoria, SOUTH AFRICA)

Journal Editors: Banu Ozkazanc-Pan (Brown University, USA)
Alison Pullen (Macquarie University, AUSTRALIA)
Joint Editors in Chief, *Gender, Work and Organization*

