



Gender, Work & Organization Conference

28-30 June 2023 | Stellenbosch | South Africa

GENDER, WORK & ORGANIZATION



Stellenbosch
Business School

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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: GWO2023Conference@sun.ac.za

The conference website is [here](#)

Launched in 1994 and now boasting an impact factor of 5.428 (2021), *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*.

Following on conferences hosted in the UK, Australia, Kent and Bogota, the 2023 South African conference will predominantly be *in person*, in Stellenbosch. We've received more than 400 abstracts and aim to draw 350 in-person delegates from across the globe. A limited number of streams of the conference will be hosted online, increasing the delegate pool and its scholarly networking potential.

Early registration is already open and available [here](#).

Early Bird Registration Deadline: 28 February 2023

Standard Delegate Registration (Virtual and In Person) Deadline: 31 May 2023

More information about the conference theme:

Marginalized gender identities: How can intellectual activism transform work and organization? is a perfect theme contextualized in the South African setting.

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.

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

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