



in conjunction with



- Employee Relations Group (NZ Work Research Institute)
- New Zealand Employment Relations Society
- Gender and Diversity Research Group
- Massey People, Work, Organisation and Employment Research hub (MPOWER)
- Union Strategy Group: University of Sydney Business School



Call for papers

Women, work and collectivism 2



**Symposium: 22 November 2013, AUT University
Faculty of Business and Law
Auckland, New Zealand**



Organisers



Julie Douglas (AUT University)
Jane Parker (Massey University)
Katherine Ravenswood (AUT University)
Janet Sayers (Massey University)
Rae Cooper (University of Sydney)

Background

In May 2011, Rae Cooper (University of Sydney) and Jane Parker (Massey University) ran a symposium on women, work and collectivism. The forum generated a lively interchange between more than 50 emerging and more established academics, practitioners and policy-makers from New Zealand, Australia and beyond. Keynote addresses from the peak union bodies in Australia and New Zealand stressed the significance of having a forum for critical thinking and argument on matters which impact in a gendered fashion on working women whilst also affecting all those with whom women may interrelate, including work colleagues, employers, management, trade unions, family, support bodies, and others. A number of the best papers from the symposium were subsequently published in a special edition of the internationally-acclaimed *Journal of Industrial Relations* (April 2012).

Aim of the 2013 WWC2

The high levels of energy, collaborative spirit and discussions that emanated from the 2011 symposium have encouraged the organisation of a second symposium on 22 November 2013 at the AUT University.

The purpose of the WWC2 is thus two-fold: i) to profile and better understand key issues for women in paid work and their relationship to collectivist institutions and approaches in employment relations; and ii) to assess and endeavour to explain any shifts in working women's circumstances in workplaces in the Pacific region and beyond, particularly since the 2011 symposium where it was identified that, despite many years of struggle by advocates for gender equality in the workplace, work for many women remains under-valued and poorly matched with non-work responsibilities (see <http://www.uk.sagepub.com/repository/binaries/pdf/JIR-Cfp-Women Work and Collectivism.pdf>).

The WWC2 will encourage the development of a focus on these issues and potentially foster collaborative pursuits across diverse disciplines, and international institutions. The event will also allow for comparative contributions which may highlight progress or lack thereof in recent years.

Call for papers

We are calling for abstracts for papers to be presented on women, work and collectivism on 22 November 2013 at AUT University.

We particularly welcome academic work and research that draws attention to the nexus between women, collective bargaining arrangements and their wider circumstances. Papers on the following themes are encouraged:

1. **Women and collective bargaining** (bargaining agenda, women bargaining agents, bargaining processes and outcomes for women, equality bargaining, bargaining in the sectors and industries);
2. **Women and unions, and women in unions** (women in/and union leadership, women and union policies, roles and structures, women's self-organising, women and union organising, women's 'voice' in unions);
3. **Women and union representation of 'intersectional interests'** (representation of women's diversity/intersectional interests, 'sub-groups' of women and/or minority groups);
4. **Women in 'unorganised' workplaces** ('voice', processes, outcomes at work in unorganised workplaces, jobs and industries);
5. **'Women's work' in the sectors and occupations** (service sector, private and public sector, gendered occupational and industrial segregation, gendered bargaining processes and outcomes);
6. **NGOs and women at work** (the role of NGOs representing and advocating for women and women's workplace experiences with, and instead of, unions);
7. **Collective regulation and women's working conditions and pay** (minimum standards, awards and industry agreements, national systems);
8. **Political economy and women and work** (e.g. political and electoral change, and its workplace impact for women)
9. **Emerging developments in work and employment for women** (e.g. increased casualisation, non-standard and precarious work).

We encourage papers presenting cross-national studies of any of the above issues and we are keen to draw on work from the Pacific region and beyond. Both empirical and more theoretical research is welcome, as are historical analyses of the themes outlined above.

We also welcome other contributions (e.g. posters; abstracts). Please contact Julie Douglas or Jane Parker to discuss further.

Process

Queries about content, submission of abstract and the logistics of the symposium should be directed as soon as possible to Julie Douglas and Jane Parker (contact details below).

Abstracts of no more than 1,000 words noting aims, method and significance of the proposed paper to be submitted for consideration for presentation at the symposium should be submitted to the organising committee **by close of business 31 July 2013** (contact details below). Abstracts must clearly state which of the **'themes'** outlined above that the proposed paper addresses. The organisers anticipate being able to advise if the abstract has been accepted by 31 August 2013.

A small group of submissions will be chosen for presentation at a symposium to be held at the AUT University on 22 November 2013. Presenters will be expected to submit full drafts for discussion at the colloquium by **31 October 2013** so as to allow papers to be distributed to, and read by, other participants in the symposium (we encourage using APA style).

Publication

The organisers are liaising with the editors of *Labour and Industry: a journal of the social and economic relations of work* to arrange for the best symposium papers to appear in a special edition of the journal.

After the colloquium and submission of papers (by 31 October 2013 to Julie Douglas and Jane Parker), all papers will be peer reviewed. Final drafts incorporating required revisions must be completed by COB 31 January 2014. The articles which 'make it' to this stage, will appear in a special edition of the AIRAANZ-sponsored *Labour and Industry* journal. You can find the Journal's style guide at <http://www.airaanz.org/author-guidelines.html>

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