

Gender, Work and Organization

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***Working Women’s Progression and Experiences in Context***

Convenors

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Women’s progress in the workplace reflects a trans-national history of sticky floors (with women forming the bulk of low-paid, precarious workers with few opportunities for progression), padded walls (occupational and industry segregation into underpaid work) and concrete ceilings (with women facing obstacles to reaching senior roles). On the latter, for example, just under 19% of seats on the boards of the world’s largest companies were held by women in 2016. In New Zealand, women comprised just 17% of the directors on the NZX top 100 listed companies while the figures for Malaysia (FTSE Bursa Top 100), Singapore (SGX listed companies) and Australia (ASX 200 boards) are 16.6%, 9.7% and 20% respectively (Australian Institute of Company Directors (AICD), 2017; also United Nations, 2015).

Such glacial progress over the last 30 years is all the more remarkable given a steady increase in scholarly attention to women’s labour market participation (e.g. Pocock, 2006; Heinrich-Boll Foundation, 2007; Cooper and Parker, 2012; Sayers, Parker, Douglas and Ravenswood, 2015); given organisational and wider regulatory efforts to encourage equality, diversity and inclusivity at work (e.g. Bersin, 2015; Weissman, 2017) on ethical, social justice, business, economic and political grounds (e.g. Kirton and Greene, 2015); and given women’s growth as a proportion of trade union membership (albeit amid shrinking overall numbers and not at senior leadership levels) in countries with varying employment relations, political and economic backdrops (e.g. International Labour Organisation, 2016; Foley and Baker, 2009).

Clearly, women still face significant and complex challenges to accessing, attaching to and progressing within the workplace. These challenges stem from an array of interconnected sources, including workplace cultures, processes and systems; the structure of the labour market; domestic arrangements within wider socio-economic

settings and norms; political and belief systems (and backlash) – as well as women’s own sense of individual and collective agency.

Recognising the need to sustain multi-disciplinary academic investigation into women’s continued quest for parity in the workplace, this stream encourages authors to consider women’s workplace circumstances in the context of home, family, employment, bargaining and wider environmental considerations. Submission may address such themes and questions as:

* **women’s career progress:** *(e.g. what are key influences on women’s career progress or otherwise?)*;
* **women’s representation within organisations:** *(e.g. how has women’s representation at different organisational levels changed over time?)*;
* **women’s role in formal and informal work:** *(e.g. what is the nature of women’s work in different sectors and occupations and* across informal work?);
* **women’s sense of agency:** *(e.g. Where and how has women’s sense of agency been shaped in the workplace?);*
* **women in self-employment and entrepreneurial roles:** *(e.g. what are women’s experiences of self-employment and entrepreneurship?)*;
* **workplace initiatives in support of women:** *(e.g. what workplace initiatives enhance women’s workplace situation*?);
* **regulation and law relating to women’s position and power in the workplace** *(e.g.in what ways has the regulation of employment altered women’s position and workplace power?)*; and
* **historical perspective of women’s role in workplaces**: *(e.g. how have women’s location in and experiences of the workplace changed over time?)*

We also welcome the submission of papers presenting cross-national studies of any of the above areas. Both empirical and more theoretical research is encouraged.

For submission details go to: [www.mq.edu.au/events/gwosydney](http://www.mq.edu.au/events/gwosydney)

For stream enquiries please contact Jane Parker: [J.Parker@massey.ac.nz](mailto:J.Parker@massey.ac.nz)

# Publication

Full papers will be considered for publication in a special issue of *Labour and Industry: A journal of the Social and Economic Relations of Work* to be published in Issue 1, 2019. Papers need to be submitted online to the Journal by 1 October 2018.

# Stream best paper award

The *Labour and Industry* journal will award AU$500 and a certificate to the author(s) of the best paper in the stream. Applicants will need to indicate their interest in being considered for the award on the front page of their paper. The judging panel will consist of the stream organisers.

# Networking and collaboration opportunity

The organisers will also run a session to profile a research network based at the School of Management at Massey University (New Zealand) - *Women @ Work* – to foster discussion and research collaboration on women in the workplace.

The work and activities of the *Massey People, Organisation, Work and Employment Research* (*MPOWER*) Group; Victoria University of Wellington’s *Centre for Labour, Employment and Work* (*CLEW*); and *Labour and Industry* journal will also be highlighted.

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