

Gender, Work & Organization

Timetable

Gender, Work and Organization, 2016
9th Biennial International Interdisciplinary Conference
29th June-1st July, Keele University, Staffordshire, UK

Gender Work and Organisation
9th Biennial International Interdisciplinary Conference
June 29th June -1st July, 2016

Venue: Keele Hall, Staffordshire, England - a 19th Century English country mansion house and originally home of the Sneyd family. Keele Hall is set on a 650 acre estate with extensive woodlands, lakes and parklands.
<http://www.keele-conference.com/Keele%20Hall%20Delegate%20Sheet.pdf>

Conference Programme

Day One – Wednesday 29th June

0830-1000	Registration - Keele Hall
1000-1015	Welcome – Deborah Kerfoot
1015-1130	Keynote – Melissa Steyn
1130-1300	Papers –session 1
1300-1400	Lunch - Keele Hall Restaurant
1400-1530	Papers – session 2
1530-1600	Refreshments
1600-1730	Papers - session 3
1730-1900	Papers - session 4
1900-1945	Wine reception – Great Hall
1945	Dinner – Keele Hall Restaurant (incl. wine)
	Bar open until midnight

Day Two – Thursday 30th June

0700-0900	Breakfast – Keele Hall restaurant
0900-1030	Papers – session 5
1030-1100	Refreshments
1100-1230	Papers - session 6
1230-1330	Lunch Keele Hall Restaurant
1330-1500	Papers - session 7
1500-1530	Refreshments
1530-1700	Papers – session 8
1700-1900	Papers - session 9
1730-1900	Editorial Board meeting – Venue: Raven Mason Suite
1900	Dinner - Keele Hall Restaurant (incl. wine)
	Bar open until midnight

Day Three – Friday 1st July

0700-0930	Breakfast – Keele Hall restaurant. Room checkout
0930-1100	Papers – session 10
1100-1230	Papers – session 11
1230-1330	Lunch Keele Hall Restaurant
1330-1500	Papers – session 12
1500-1630	Papers – session 13

Refreshments available 1430-1530. Baggage space to 1700. Campus shuttle bus throughout GWO2016!

GWO2016 Conference Workshops:

Achieving Gender Equity in the Academy? Great Hall Friday 1st July Session 10: 09.30-11.00
Encore Entrepreneurship Ralph Room Friday 1st July Sessions 10 & 11: 09.30-11.00 & 11.00-12.30
Data Intensive Research Practices The Terrace Thursday 30th June Session 9: 17.00-19.00
Using Biographical Methods The Terrace Friday 1st July Session 11: 11.00-12.30
Gendering Techno-Sci. Orgs. Ralph Room, Thurs 30th June Sessions 8 & 9, 15.30-17.00 & 17.00-19.00

Open space 1: An invitation to post-qualitative inquiry
The Breakfast Room Wednesday 29th June Session 4: 17.30-19.00

Open space 2: Doing post-qualitative work
The Old Library Friday 1st July Sessions 12 and 13: 13.30-16.30

Meet Vida: an introduction -The Critical Management Studies Women's Association Great Hall
Thurs. 30th June Session 9: 17.00-19.00

Vida Workshop: Peer support writing workshop The Terrace, Friday 1st July Session 10: 09.30-11.00

Abstract schedule – GWO2016

Sex Work	Walter Room	Sessions 1-4	1-14
Acting for women	Walter Room	Sessions 5-8	15-27
Foreign Workers	Ralph Room	Session 5	28-30
Human & nonhuman actors	Walter Room	Sessions 9-11	31-39
Masculinities	Salvin Room	Sessions 1-6	40-58a
Writing: That which touches	Salvin Room	Sessions 7-12	59-75
Disability	Breakfast Room	Sessions 1-3	
		[4 rest period]	
	Ballroom	Session 5	76-87
Entrepreneurship & feminist-theoretical perspectives	Breakfast Room	Sessions 5-9	88-102
Women & high-growth entrepreneurship	Breakfast Room	Sessions 10-11	103-106
Encore Entrepreneurship	Ralph Room	Sessions 10-11	107-109
Scientific Excellence & Gender Change Venue	Great Hall	Sessions 1-8	110-132
Gendering Techno-scientific Orgs.	Ralph Room	Sessions 8-9	133-138
Gender, resistance & the collective	Old Library	Sessions 1-4	139-149
Moderate Feminisms	Old Library	Sessions 5-11	150-170
LGBT & Queer Activism	Senior Common Rm	Sessions 1-4	171-181
Emplacing gender relations	Senior Common Rm	Sessions 5-9	182-196
Emotional, aesthetic & sexualized labour	Senior Common Rm	Sessions 10-13	197-208
Parenthood penalties	Sneyd Room	Sessions 1-3	209-216
Gendered career paths	Sneyd Room	Sessions 4-7	217-229
Gender, knowledge production & knowledge work	Sneyd Room	Sessions 8-12	230-245
Methodologies	The Terrace	Sessions 1-5	246-260
`Post-qualitative' methodologies	The Terrace	Sessions 6-8	261-268
Mind the Gender Pay Gap	Elizabeth Room	Sessions 1-6	269-286a
Class based experiences of work	Elizabeth Room	Sessions 7-12	287-305
Precarious work	Ralph Room	Sessions 1-4	306-319
European periphery	Ralph Room	Sessions 6-7	320-324
Developing feminist ecologies	Ballroom	Sessions 2-4	325-334
Open Stream	Harriet Room	Sessions 1-11	335-369

Sex Work

Venue – The Walter Room

Stream convenors:

Lorraine Nencel, VU University, Amsterdam, NETHERLANDS
Sally Hendriks, Sex Workers Project, AidsFonds Amsterdam, NETHERLANDS
Rebecca Pates, Political Sciences, University of Leipzig, GERMANY
Ida Sabelis, VU University, Amsterdam, NETHERLANDS
Naomi van Stapele, VU University, Amsterdam, NETHERLANDS

Wednesday 29th June

Session 1: 11.30-13.00 Chair- Lorraine Nencel

‘‘We make the colour. And without us divas, Cape Town is not Cape Town’’ (1)

Carolin Kueppers,

Dept. of Education and Antidiscrimination, Bundesstiftung Magnus Hirschfeld, Berlin, GERMANY

‘Fluidity & discretion in the striving toward respectability for high class sex workers and businesses’
Emilia Ljungberg, Geography, Media and Communication, Karlstad University, SWEDEN (2)

‘Accessibility, Testing Procedures, and Access Authorisation for Male to Male Sex Workers in Social Work NGOs in Germany’

Marlen Löffler, Institute of Sociology, Goethe University Frankfurt Main, GERMANY (3)

Session 2: 14.00-15.30 Chair- Ida Sabelis

‘Managing Multiple Marginalisation: Russian-Speaking Women Doing Sex Work in Finland’ (4)

Anastasia Diatlova, Dept. Social Research, University of Helsinki, FINLAND

‘Form Sheet Identities: Documenting Victims of Trafficking’ (5)

Anne Dölemeyer, Political Science, Leipzig University, GERMANY

‘Discursive framing, sex work and infantilisation: the gender politics of neo-abolitionism’ (6)

Eilís Ward, Political Science and Sociology, NUIG, Galway, EIRE

Session 3: 16.00-17.30 Chair- Naomi van Stapele

‘How the ‘Less is Better’ Rhetoric is Damaging to Sex Worker Rights’ (7)

Megan Easterbrook-Smith, Media Studies, Victoria University, Wellington, NEW ZEALAND

‘Different Matters: Trafficking Victims’ (8)

Rebecca Pates, Political Science, Leipzig University, GERMANY

Signals, Patience and Gut feelings: Everyday practices of service providers and law enforcers in identifying “presumed victims of sex trafficking” in the Netherlands (9)

Lorraine Nencel, Sociology, Vrije University, NETHERLANDS

‘Different Institutions, Different Realities: A Case Study on Discursive Framing, Money Logics and (hybrid) Knowledge of Police and Social Care Institutions’ (10)

Sarah Klosterkamp, Institute of Geography, Muenster University, GERMANY (late withdrawal)

Session 4: 17.30-19.00 Chair-Rebecca Pates

‘Perceptions of Gender and Resilience in Male UK Sex Workers’ (11)

Ashley Whitefoot & Ruth Sealy, Organisational Psychology, City University London, ENGLAND

‘Policing a Crime, Producing a Victim: An Ethnography of Raids in Sex Trafficking Operations’ (12)

Julia Leser, Political Science, Leipzig University, GERMANY

‘NGOs are like our clients’: The Unforeseen Effects of NGO Engagement with Sex Workers in Kenya’

Naomi van Stapele, Sociology, Ida Sabelis & Lorraine Nencel, Vrije Uni., NETHERLANDS (13)

‘From ideology to evidence: Towards stronger sexual rights protection in anti-trafficking practice’

Sharmila Parmanand, Gender and Development, University of Melbourne, AUSTRALIA (14)
/ Visayan Forum Foundation, Metro Manila, PHILIPPINES (*visa problem 16.6*)

END

Acting for women & equalities in organizations? Venue – The Walter Room

Stream convenors :

Cecile Guillaume, Sociology, Lille 1 University, FRANCE

Gill Kirton, Queen Mary University, London, ENGLAND

Cathrine Seierstad, Business and Management, University of Sussex, ENGLAND

Patricia Gabaldon, IE Business School, Madrid, SPAIN

Thursday 30th June

Session 5: 09.00-10.30 Producing & framing equality policies (1) Chair- Cécile Guillaume

'Equality between women and men in economic decision-making: the slow progress of the policy framework and the low involvement of key actors' (15)

Sara Falcão Casaca, Economics and Management, University of Lisbon, PORTUGAL

'Exploring the role of 'critical actors' in strengthening young women's leadership' (16)

Erica Lewis, Lancaster University Management School, ENGLAND (late withdrawal)

'The composition of the governing boards of cooperatives in Spain: a gender approach' (25)

Luisa Esteban-Salvador, Ana F. Gargallo-Castel & Francisco Javier Pérez-Sanz,
Social Sciences, University of Zaragoza, SPAIN

'How to increase the share of women on boards in Slovenia? The role of key actors in pushing for a quota law' (17)

Cathrine Seierstad, Queen Mary, University of London, ENGLAND, Morten Huse, University of Witten Herdecke, GERMANY, Patricia Gabaldon, IE Business School, Madrid, SPAIN,
& Aleksandra Kanjoo-Mrčela, University of Ljubliana, SLOVENIA

Session 6: 11.00-12.30 Producing & framing equality policies (2) Chair- Cathrine Seierstad

'"An Imperative for Competitiveness": building of a common cause within the French movements for the substantive representation of women' (18)

Soline Blanchard, Centre Maurice Halbwachs, CNRS/ENS/EHESS, Paris, FRANCE;

Isabel Boni-Le Goff, Institut des Sciences Sociales, University of Lausanne, STITZERLAND,
& Marion Rabier, SAGE Research Centre, University of Strasbourg, FRANCE

'Is gender equality negotiable?' (19)

Hélène Périvier & Réjane Sénac, Paris Institute of Political Studies (Sciences Po), FRANCE

'The discursive production of "women friendliness" in the context of Swedish video game development' (24)

Anna Maria Szczepanska, University of Gothenburg/ Chalmers University of Technology, SWEDEN;
Jan Ljungberg, University of Gothenburg/ Chalmers University of Technology, SWEDEN;
Alexander Styhre & Björn Remneland, Gothenburg University, SWEDEN

Session 7: 13.30-15.00 Promoting equality in organizations (1) Chair- Cécile Guillaume

'Managing diversity in traditionally male-dominated occupations – The pivotal role of line managers' contact and support' (21)

Gordana Abramovic, Leadership & Org. Behaviour, BI Norwegian Business School, NORWAY

'Mentoring for Equality: women activists creating change in the UK aviation and aerospace industry'

Susan Durbin, Ana Lopes, John Neugebauer & Stella Warren,
Centre for Employment Studies Research, University of the West of England, ENGLAND (22)

'The challenges of organising and protecting women casualised workers' (23)

Geraldine Healy, Equality & Diversity Research Unit, Queen Mary University of London, ENGLAND

Session 8: 15.30-17.00 Promoting equality in organizations (2) Chair- Gill Kirton

'Increases women's representation: The role of academic actors in descriptive & substantive change'

Ruth Sealy, Organisational Psychology, City University London, ENGLAND;
Elena Doldor, Queen Mary University of London, ENGLAND;
Siri Terjesen, Kogod School of Business, American University, USA;
Deirdre Anderson & Susan Vinnicombe, Cranfield University, ENGLAND (20)

'Do they care? Consumers' (re)actions to the promotion of women –A qualitative analysis' (26)
Beatrix Dietz, Frauke Fuhrmann & Diana Kyborg, Berlin School of Economics and Law, GERMANY

'Women in unions in Australia: From marginal unionists to the union heartland?' (27)
Rae Cooper, University of Sydney Business School, AUSTRALIA

END

**Foreign Workers:
On The Other Side of Gendered, Political and Ethical Borders
Venue – The Ralph Room**

Workshop Convenors:

Rutvica Andrijasevic, Management, University of Bristol, ENGLAND

Carl Rhodes, Management & Organization, Macquarie University, AUSTRALIA

Thursday 30th June

Session 5: 09.00-10.30 Chairs – Rutvica Andrijasevic & Carl Rhodes

'The intersectional strategy of workforce management: The case of migrants workers in the Venetian tourism sector' (28)

Francesco Iannuzzi, Philosophy, Sociology, Education & Applied Psychology, Uni. of Padua, ITALY

'From labour migration to labour mobility? The return of the multinational worker in Europe' (29)

Rutvica Andrijasevic, Management, University of Bristol, ENGLAND

& Devi Sacchetto, Philosophy, Sociology, Education and Applied Psychology, Uni. of Padua, ITALY

'I'm not a boat person. I live here legally': Temporary labour migration in Australia and the gendered negotiation of belonging' (30) (late withdrawal)

Robyn Mayes, Business School, Queensland University of Technology, AUSTRALIA

END

Human and nonhuman actors Venue – The Walter Room

Stream convenors:

Kate Sang, Heriot Watt University, SCOTLAND
Charles Knight, Edgehill University, ENGLAND
Lindsay Hamilton, Keele University, ENGLAND
Janet Sayers, Massey University, NEW ZEALAND

Thursday 30th June

Session 9: 17.00-19.00 Work and non-human animals Chair-Lindsay Hamilton

'Working Creatures Great & Small: Theorizing Animals' Labour & the Potential for Humane Jobs'
Kendra Coulter, Labour Studies, Brock University, St. Catharines, Ontario, CANADA (31)

'What might LPT look like if non-human animals are allowed agency? A feminist perspective' (32)
Janet Sayers, Management, Massey University, Auckland, NEW ZEALAND

'Police dogs as organizational actors: a feminist posthumanist perspective' (33)
Charles Knight, Business School, Edgehill University, ENGLAND
& Katherine Sang, Business Management, Heriot-Watt University, Edinburgh, SCOTLAND

Friday 1st July

Session 10: 09.30-11.00 Feminist theory and organisations Chair- Janet Sayers

'The Construction of Gender in the Context of Ambivalences of the Human-Animal Relationship in Livestock Veterinary Medicine' (34)

Julia Gutjahr, Society & Animals Studies, Institute of Sociology, University of Hamburg, GERMANY

'The materiality of organizational interactions: assessing the impact of feminist new materialisms'(35)
Shelley Budgeon, School of Government & Society, University of Birmingham, ENGLAND
'Bringing animals in: a feminist exploration of touch and embodiment in organisations' (36)
Nickie Charles & Carol Wolkowitz, Sociology, University of Warwick, ENGLAND

Session 11: 11.00-12.30 Care, design and the non-human Chair-Lindsay Hamilton

'Designing with care: A feminist analysis of valuation in architecture' (37)

Marta Gasparin & Ulrike Marx, University of Leicester School of Management, ENGLAND

'Experimental Encounters in Campus Space: Knowing-in-Walking with New Material Feminist Theory' (38)

Carol Taylor, Sheffield Institute of Education, Sheffield Hallam University, ENGLAND

'Affective labour and care-work within the animal laboratory: Dwelling on 'the trouble'' (39)
Eva Giraud, Media, Communications & Culture, Keele University, ENGLAND
& Gregory Hollin, University of Nottingham, ENGLAND

END

Masculinities: a non/contested terrain? Venue – The Salvin Room

Stream conveners

David Knights, Lancaster University, ENGLAND/ Open University, ENGLAND
Alison Pullen, Macquarie University, AUSTRALIA

Wednesday 29th June

Session 1: 11.30-13.00 Chair- Alison Pullen

'Intelligent Struggles? Masculinities at Work in Academia' (40)

David Knights, Lancaster University, ENGLAND
& Caroline Clarke, Open University, ENGLAND

'A spectre haunting academia: management and masculinities among Chilean universities' (41)

Marcela Mandiola, Economía y Negocios, Universidad Alberto Hurtado, Santiago, CHILE;
Nicolás Ríos, Universidad de Chile, CHILE,
& Alejandro Varas, Pontificia Universidad Católica de Valparaíso, CHILE

'Alternative dominant Masculinity: An Intersectional Observation of the Combat Soldier' (42)

Dana Grosswirth Kachtan, Open University of Israel, Raanana, ISRAEL

Session 2: 14.00-15.30 Chair- David Knights

'Female Masculinity and Leadership' (43)

Alison Pullen, Macquarie University, AUSTRALIA & Sheena Vachhani, Bristol Uni., ENGLAND

'Queering Masculinity: Trans mens' im/mobility in the workplace' (44)

Kirsty Janes & Emma Jeanes, University of Exeter Business School, ENGLAND

'Phallus Perfectum: The 'Sex Work' of Genital Reconstruction' (45)

Louise Wallenberg & Torkild Thanem, Stockholm University, SWEDEN

Session 3: 16.00-17.30 Chair- Sheena Vachhani

'Upgraded masculinity: The gendered in-migration of organizational models into the debriefing of the Israeli Air Force' (46)

Varda Wasserman, Open University of Israel, Department of Management & Economics, ISRAEL,
Ilan Dayan, The College of Management Academic Studies, ISRAEL,
& Eyal Ben-Ari, Kinneret Institute for Research on Society, Security and Peace, ISRAEL

'The Masculinity of managerialism: the perspectives of men in two Australian organisations' (47)

Mahan Poorhosseinzadeh, Glenda Strachan & Kaye Broadbent
Employment Relations and Human Resources, Griffith University, AUSTRALIA

'Managerialism & the discourse of meritocracy: contesting or denying the importance of masculinities?' (48)

Hanna Li Kusterer, Psychology, Stockholm University, SWEDEN

'Engineering leadership in a time of crisis: exploring masculinity in the Norwegian Oil industry' (49)

Maria Dockweiler, Social Sciences, University of Stavanger, NORWAY

Session 4: 17.30-19.00 Chair- Alison Pullen

'Increasing numbers of women in UN peacekeeping: Is de-masculinising military culture the answer?'

Donna Bridges, Anu Mundkur & Ben Wadham,
Humanities and Social Sciences, Charles Sturt University, New South Wales, AUSTRALIA (50)

'Should women be more like men to succeed in big business?' (51)

Natalie McKenna, RMIT University, AUSTRALIA

'Women at sea: Sexual order and disorder'(52)
Agnes Bolsø, Wencke Mühleisen & Lise Langåker,
Business Administration, Stord/Haugesund University College, NORWAY

Thursday 30th June

Session 5: 09.00-10.30 Chair- Torkild Thanem

'A masculine hegemony of performance? Gender representations and performance appraisals among financial markets professionals' (53)

Pierre Lescoat & Claire Dambrin,
Dept. Management Control, École Supérieure de Commerce de Paris (ESCP) Paris, FRANCE

'"Little children are not for dads"?: Fathering as a heterogeneous concept of masculinity' (54)
Almut Peukert, Social Sciences, Humboldt-University of Berlin, GERMANY

'Finnish young men's relation to work' (55)
Tuija Koivunen, Social Sciences and Humanities, University of Tampere, FINLAND

Session 6: 11.00-12.30 Chair- David Knights

'Reflections on a three year workplace gender equity intervention' (56)

Suzanne Dyson & Scott Holmes, Latrobe University, Melbourne, Victoria, AUSTRALIA

'What does it take to stay? The Profile of Career Longevity of women in the Royal Australian Air Force' (57)

Jade Deveney, Squadron Leader, Royal Australian Air Force/ Humanities and Social Sciences,
University of New South Wales, AUSTRALIA

'Constructions of (un)marked age and masculinities within working organizations: Resistance, solidarity and alliances' (58) (withdrawal query 20.6)

Clary Krekula, Sociology, Karlstad University, SWEDEN

'Trucking On'- A 'case study' of masculinities: a privileged and non-contested domain' (58a)
Irene Ryan, AUT University, Auckland, NEW ZEALAND

END

Writing: That which touches Venue – The Salvin Room

Stream Convenors:

Sarah Gilmore, University of Portsmouth, ENGLAND
Nancy Harding, Bradford University, ENGLAND
Mary Phillips, University of Bristol, ENGLAND
Alison Pullen, Macquarie University, AUSTRALIA

Thursday 30th June

Session 7: 13.30-15.00 Chair- Sarah Gilmore

'Writing children, writing women – a study of women authors' (59)
Nina Kivinen, Åbo Akademi University, FINLAND
& Carolyn Hunter, University of York, ENGLAND

'The mother in me' (60)
Saija Katila, Aalto University School of Business, Aalto, FINLAND

'Leadership, metafiction and Irish myths' (74)
Jackie Ford, Bradford University School of Management, ENGLAND

Session 8: 15.30-17.00 Chair- Ninna Meier

'Returning' (75)
Sarah Gilmore, Business School, University of Portsmouth, ENGLAND

'Writing as 'skin' for resistance and research' (63)
Deborah Brewis, Warwick Business School (OHRM), University of Warwick, ENGLAND
& Eley Williams, Department of English, Royal Holloway, London, ENGLAND

'Writing differently, collaboratively' (64)
Emma Bell, Keele Management School, Keele University, ENGLAND
& Nivedita Kothiyal, Institute of Rural Management, Anand, INDIA

Session 9: 17.00-19.00 Chair- Alison Pullen

'Embodied writing and embedded bodies – exploring a writing that touches' (61)
Ninna Meier, Dept. of Organization, Copenhagen Business School, DENMARK;
Charlotte Wegener, Dept. of Communication, Aalborg University, DENMARK

'Writing through whatsapp as embodied sensemaking' (65)
Inge Aben, Uni. of the West of England, ENGLAND
& Eda Ulus, University of Leicester, ENGLAND

'Wandering with wild things: using the body to journey into the penumbra of gendered female executive experience' (73)
Katie Beavan, Margaret Page & Peter Case, University of the West of England, ENGLAND

Friday 1st July

Session 10: 09.30-11.00 Chair- Nancy Harding

'Writing vulnerably, or daring to become a vulnerable observer' (68)
Torkild Thanem, Business School, Stockholm University, SWEDEN

'Writing as Labiaplasty' (69)
Alison Pullen, Macquarie University, AUSTRALIA

'Dance me to my other self: A corporeal writing experience' (70)
Emmanouela Mandalaki, People, Orgs & Society, Grenoble Ecole de Management, FRANCE

Session 11: 11.00-12.30 Chair- Emma Bell

'Riffing with Cohen – writing with mortality in mind' (71)

Nancy Harding, Management School, University of Bradford, ENGLAND

'Embodied writing: Hungry for style' (72)

Megan McGurk, College of Business, University College Dublin, EIRE

'Passionate writing' (66)

Benedikte Borgstrom, Operations Management, Copenhagen Business School, DENMARK

Session 12: 13.30-15.00 Chair- Eda Ulus

'Writing Utopia: Poetics of engaging' (67)

Anke Strauss, Business Admin.& Economics, European University Viadrina, Frankfurt, GERMANY

'Sense-ational organization theory! Actual practices of democratic scriptography' (62)

Carl Rhodes, University of Technology, Sydney, AUSTRALIA

END

Gender & Disability in Work & Organisation

Venue - The Breakfast Room* Keele Hall

*to allow for rest period, there is no Session 4 in this stream.
Session 5 runs 30th June, 09.00-10.30, The Ballroom

Stream Convenors:

Deborah Foster, Cardiff University, WALES
Nancy Hansen, University of Manitoba, CANADA
Stefan Hardonk, University of Iceland, ICELAND
Jannine Williams, Bradford University, ENGLAND

Wednesday 29th June

Session 1: 11.30-13.00

'Being different in an abled workplace: Linking theory and practice' (76)

Halina Haag, Wilfrid Laurier University, Waterloo, CANADA

'Gender, Disability & Employment: How Physically Disabled Women Negotiate Their Identities at Work'

Gemma Wright & Cinzia Priola, Business School, Open University, ENGLAND (77)

'Contesting the Intersection of Gender and Disability' (78)

Victoria Pattinson, Sociology & Social Policy, University of Leeds, ENGLAND

Session 2: 14.00-15.30

'Disabled working mothers: Barriers to and enablers of paid employment' (79)

Tina Skinner; Susan Parish & Eun Jung Kim, Social & Policy Studies, University of Bath, ENGLAND

'Can privileging disabled people lead to an infringement on women's employment rights? The case of personal assistance' (80)

Cecilie Basberg Neumann, Social Sciences, Oslo & Akershus Uni. of Applied Sciences, NORWAY
& Tonje Gundersen, Welfare & Labour Research, Oslo & Akershus Uni. of Applied Sciences, NORWAY

'Conceptualising the Work Experiences of Informal Carers of People with Disabilities: Typologies of Organisations' (81)

Akua Owusu Nyantakyiwaa & Moira Calveley, Business School, Uni. of Hertfordshire, ENGLAND
& Cynthia Forson, Lancaster University, Ghana Campus, GHANA

Session 3: 16.00-17.30

'The Social Construction of Disability and Gender in Mine Work: Participatory Barriers in Ghanaian Mining Organizations' (82)

Rufai Haruna Kilu & Mohammed-Aminu Sanda, Lulea University of Technology, SWEDEN

'Employment Discrimination: Experiences of Employed Disabled Women in Ethiopia' (83)

Belaynesh Tefera, Addis Ababa University, ETHIOPIA/ Tilburg University, NETHERLANDS & Marloes Van Engen, Tilburg University, NETHERLANDS (*late visa problem*)

'Dealings in (Dis)trust: Income/Work Experiences of Disabled People' (83a) (*withdrawn, visa problem*)

Nandini Ghosh, Institute of Development Studies, Kolkata, INDIA

'(Don't) Access All Areas: Research Methods and Disability' (84)

Daniela Rudloff, School of Management, University of Leicester, ENGLAND

Session 4 – Rest period as requested for disability stream contributors

No Disability stream presentations this session.

Thursday 30th June – The Ballroom

Session 5: 09.00-10.30

'Who gives meaning to disability and employment? Analysis of the perspective of professionals in supported employment programmes' (85)

Stefan C Hardonk, Hasselt University, BELGIUM/Disability Studies, University of Iceland, ICELAND;

Eline Jammaers & Patrizia Zanoni, Faculty of Business & Economics, Hasselt University, BELGIUM

'The Continuing Adventures of a Four-Legged Female Academic' (86)

Nancy E. Hansen, Disability Studies, University of Manitoba, Winnipeg, CANADA

'The construction of difference within normative organizational contexts' (87)

Kahinde Olowookere, School of Management and Languages, Heriot-Watt University, SCOTLAND

END

Entrepreneurship & feminist-theoretical perspectives

Venue – The Breakfast Room

Stream Convenors:

Helene Ahl, Education & Communication, Jönköping University, SWEDEN
Karin Berglund, Business School, Stockholm University, SWEDEN
Susan Marlow, Business School, Nottingham University, ENGLAND
Katarina Pettersson, Social & Ec. Geography, University of Agricultural Sciences, SWEDEN
Malin Tillmar, Management and Engineering, Linköping University, SWEDEN

Thursday 30th June

Session 5: 09.00-10.30 Chair- Helene Ahl

'Farming for feminist action?' (88)

Katarina Pettersson, Swedish Uni. of Agricultural Sciences, Urban & Rural development, SWEDEN

'Market feminism: Commercializing gender and equality' (89)

Magdalena Petersson McIntyre, Centre for Consumer Science, University of Gothenburg, SWEDEN

'The feminist activist behind the veil of entrepreneurship: The case of Saudi Arabia' (90)

Sophie Alkhaled, Management Studies, University of Aberdeen Business School, SCOTLAND

Session 6: 11.00-12.30 Chair- Karin Berglund

'Social transformation and social reproduction: the power of women's strategies to influence the world of enterprise' (91)

Diane Wright, Business School, Manchester Metropolitan University, ENGLAND

'Entrepreneurship and the post-feminist turn – women's final emancipation or the same old story?'

Helene Ahl, Education & Communication, Jönköping University, SWEDEN

& Susan Marlow, Business School, Nottingham University, ENGLAND (92)

'Exploring the strategies and challenges in FemInc.ism in Action: The case of ethnic minority female entrepreneurs in the United Kingdom' (93) (late withdrawal)

Munavvar Syedda, London School of Commerce, ENGLAND

Session 7: 13.30-15.00 Chair- Katarina Pettersson

'Sensitizing entrepreneurship: the expansion of female values to shape a FemInc.ism of openness' (94)

Karin Berglund, Stockholm Business School, Stockholm University, SWEDEN

David Redmalm, Dept. of Engineering Management and Organisation, Uppsala University, SWEDEN

& Annika Skoglund, University of Essex Business School, ENGLAND

'Fem.inc.ism or state feminism – a matter of context?' (95)

Malin Tillmar, Management and Engineering, Linköping University, SWEDEN

'Positioning as FemInc.ism: Women entrepreneurs' negotiations for resource acquisition' (96)

Talia Pfefferman, Recanaty Business School, Tel Aviv University, ISRAEL

Session 8: 15.30-17.00 Chair- Lorna Treanor

'Precarious Entrepreneurship and Entrepreneurship Context in US and Czech Republic in Intersectional Perspective' (97)

Alena Křížková & Marie Dlouhá, Sociology, Czech Academy of Sciences, CZECH REPUBLIC

& Nancy Jurik, School of Social Transformation, Arizona State University, USA

'Heeding the Call – Exploring Entrepreneurship as Social Change in the Philippines' (98)

Kelly Dye, F.C. Manning School of Business, Acadia University, Nova Scotia, CANADA

& Bruce Dye, Management, University of Leicester, ENGLAND

/Crest Business Development, Bedford, Nova Scotia, CANADA

'Barbie and "the plastic sexualisation of [the] entrepreneur"' (99)

Katrina Pritchard, Open University, Milton Keynes, ENGLAND,
Kate Mackenzie Davey & Helen Cooper, Birkbeck College, University of London, ENGLAND

Session 9: 17.00-19.00 Chair- Malin Tillmar

'Provoking and invoking discourses - entrepreneurship and gendered structures in place' (100)

Annie Roos & Johan Gaddefors, Rural Entrepreneurship Group,
Swedish University of Agricultural Sciences, / Dept. of Economics, Uppsala, SWEDEN

'The Limiting Effects of a Gendered Professional Context on Women's Entrepreneurial Activity: The Case of the Feminising UK Veterinary Profession' (101)

Lorna Treanor, Ulster University Business School, University of Ulster, NORTHERN IRELAND
& Susan Marlow, Nottingham University Business School, ENGLAND

'Women entrepreneurs; Trends, Scope, Intentions, & limitations: A phenomenological inquiry in context of potential women entrepreneurs in Pakistan' (102) (confirm booking)

Nadeem Iqbal, Rafia Faiz & Humaira Asad,
University of the Punjab, Institute of Business Administration, Lahore, PAKISTAN

END

Women & high-growth entrepreneurship

Venue – The Breakfast Room

Stream Convenors

Stéphanie Chasserio, SKEMA Business School, FRANCE
Christina Constantidinis, Tudor Institute, LUXEMBOURG
Corinne Poroli, SKEMA Business School, FRANCE
Renaud Redien-Collot, Novancia Business School, FRANCE,
Janine Swail, Nottingham University Business School, ENGLAND

Friday 1st July

Session 10: 09.30-11.00 Chair- Hélène Lee-Gosselin

Women's entrepreneurship in Burkina Faso: a long path ahead (103)

Lirasse Akouwerabou & Laurice Alexandre-Leclair,
CEDAG Sorbonne Paris Cité/ Université Paris Descartes, FRANCE

Women and high-growth entrepreneurship: persistence or reengineering of gendered leadership stereotypes? (104)

Renaud Redien-Collot, Novancia Business School, FRANCE;
Stéphanie Chasserio & Corinne Poroli, SKEMA Business School, FRANCE

The community groups as a solution for women entrepreneurship, the case of the Senegal (105)

Mamour Ndour & Laurice Alexandre-Leclair,
Sorbonne Paris Cité/ Université Paris Descartes, FRANCE

Session 11: 11.00-12.30 Chair- Corinne Poroli

Women and high-growth entrepreneurship: A typology (106)

Christina Constantinidis, University of Luxembourg, LUXEMBOURG;
Stéphanie Chasserio, SKEMA Business School, FRANCE
& Janine Swail, University of Nottingham, ENGLAND

END

**Conference Workshop:
Encore Entrepreneurship: Gender & Productive Ageing
Venue – The Ralph Room**

Workshop conveners:

Philip Taylor, Federation Business School, Federation University, AUSTRALIA

Wendy Loretto, Business School, University of Edinburgh, SCOTLAND

Sarah Vickerstaff, Social Policy, Sociology & Social Research, University of Kent, ENGLAND

Friday 1st July

Session 10: 09.30-11.00 Chair Wendy Loretto

'Present and future selves: self-employment and productive ageing in the identity work of older women in Italy and the UK' (107)

Frances Tomlinson, Business and Law, London Metropolitan University, ENGLAND

& Simona Spedale, Nottingham University Business School, ENGLAND

'Older migrants and overcoming employment barriers: does community activism provide the answer?'

Matt Flynn, Business School, University of Newcastle, ENGLAND (108)

'Grandfathers, work and care' (109)

David Lain, Business School, University of Brighton, ENGLAND

& Wendy Loretto, Business School, University of Edinburgh, SCOTLAND

Session 11: 11.00-12.30

Encore Entrepreneurship: Gender and Productive Ageing – discussion

Wendy Loretto, Business School, University of Edinburgh, SCOTLAND

Sarah Vickerstaff, Social Policy, Sociology and Social Research, University of Kent, ENGLAND

END

Scientific Excellence & Gender Change Venue- The Great Hall

Stream convenors:

Johanna Hofbauer, Vienna University of Economics and Business (WU), AUSTRIA
Heike Kahlert, Ruhr-Universität Bochum, GERMANY
Julia Nentwich, University of St. Gallen, SWITZERLAND

Wednesday 29th June

Session 1: 11.30-13.00 Equal Opportunity & Organization: Chair- Johanna Hofbauer

'Towards a Gender-Equitable University' (110)

Karin Pittius, Dresden University of Technology, GERMANY

'Lost in translation? Transitions to managerialism and their challenges for gender equality in university' (111) (late withdrawal)

Angelika Striedinger, Birgit Sauer, Katharina Kreissl & Johanna Hofbauer,
Wirtschaftsuniversität Wien, Vienna, AUSTRIA

'Equality Implementation Standards for Universities in Germany: New Public Management & Gender' (112)

Melanie Roski, Institute for Sociology, FernUniversität in Hagen, GERMANY

'Managing equal opportunities in Swiss universities' (119)

Carolina Borra Krages, Ursula Offenberger & Julia Nentwich,
Research Institute for Organizational Psychology, University of St Gallen, SWITZERLAND

Session 2: 14.00-15.30 Equal Opportunity & Organization 2: Chair- Johanna Hofbauer

'Gender Knowledge: "Neoliberal" Façade of Legitimation or Starting Point for Change?' (113)

Katharina Tampe, Dresden University of Technology, GERMANY

'Translating Equal Opportunities: Discourse Analytical Findings from Swiss Universities' (114)

Ursula Offenberger, Julia Nentwich, Carolina Borra Krages,
Research Institute for Organizational Psychology, University of St. Gallen, SWITZERLAND

'"There is an issue we haven't talked yet" Gender constructions and organisational practices into Chilean academia' (115)

Marcela Mandiola, Economía y Negocios, Universidad Alberto Hurtado, Santiago, CHILE;
Nicolás Rios, Universidad de Chile, CHILE
& Alejandro Varas, Pontificia Universidad Católica de Valparaíso, CHILE

Session 3: 16.00-18.00 [4 papers] Equal Opportunity & Excellence: Chair- Julia Nentwich

'Equality for excellence in transforming Finnish academia?' (116)

Johanna Lähti, School of Education, University of Tampere, FINLAND

'Visions of a gender equal science and research landscape: compatible with or contradicting images of scientific excellence' (118)

Angela Wroblewski, Institute for Advanced Studies Vienna, AUSTRIA

'The challenge of contesting structures that reproduce gender inequalities: the dual power of new managerialism and masculine norms in academic settings' (120)

Sarah Barnard, Andy Dainty, Tarek Hassan, Loughborough University, ENGLAND

'When Gender Disbalance in Favor of Women is not good for Academic & Research Excellence'

Svetlana Shakirova, Research Department, Almaty Management University, KAZAKHSTAN (117)
(visa query: late withdrawal)

[Session 4- from 18.00: Great Hall closed in preparation for GWO2016 Wine Reception]

Thursday 30th June

Session 5: 09.00-10.30 Academic Working Conditions & Careers: Chair- Julia Nentwich

'Gendered Working Conditions in Higher Education – Fixed-term and part-time contracts' (121)
Andrea Löther, GESIS Team CEWS, Cologne, GERMANY

'Selecting early career researchers in times of precarity: The influence of Grand Discourses in academia of excellence and internationalisation on formal selection criteria' (122)

Channah Herschberg, Yvonne Benschop & Marieke van den Brink,
Institute for Management Research, Radboud University Nijmegen, NETHERLANDS

'Organizational Work Arrangements & Gendered Academic Careers: The Case of the Netherlands'

Liudvika Leisyte & Bengü Hosch-Dayican,
TU Dortmund University, Center for Higher Education Dortmund, GERMANY (123)

Session 6: 11.00-12.30 Chair- Heike Kahlert

'Governing Women. Academic careers, university governance, and gender in two Business Schools'
Katja Jonsas, Business School, University of Roehampton, London, ENGLAND (124)

'Work paths of women researchers and academics pre- and post-1989: The case of the Czech Republic' (125)

Marta Vohlídalová, Sociology, Academy of Sciences of the Czech Republic, CZECH REPUBLIC

'Does the 'entrepreneurial university' exclude women? Survey findings on the interaction of working conditions with the private life sphere' (126)

Silvana Weiss & Renate Ortlieb, Human Resource Management, University of Graz, AUSTRIA

Session 7: 13.30-15.00 Women in Leadership Positions & Quotas: Chair- Heike Kahlert

'Implementing gender quotas in the academia: staff attitudes at a mid-range Belgian university' (127)
Jolien Voorspoels & Petra Meier, University of Antwerp, Antwerp, BELGIUM

'Are Statutory Women Quotas and Men Quotas Just as Fair? A Comparative Analysis of Established yet Contradictory Predictors of Support for Gender Equality Policies in Academia' (128)

Miriam Zehnter & Erich Kirchler, University of Vienna/ Medical University of Vienna, AUSTRIA

'Women as Academic STEMM Leaders - Gender Equality in the University Sector: How far have we progressed?' (129)

Nina Teasdale & Colette Fagan, Sociology, University of Manchester, ENGLAND

Session 8: 15.30-17.00 Gender Culture under NPM: Chair- Ursula Offenberger

'Deconstructive collegiality or just another governance form? Gendered aspects of higher education managerialism' (130)

Ulla Eriksson-Zetterquist,
Research Institute, Business, Economics and Law, University of Gothenburg, SWEDEN

'Restricted claims? Demands of gender fairness & excellence in teaching at a STEM university' (131)

Anna Elisabeth Günther & Sabine Köszegi,
Management Science, Labor Science and Organization, Vienna Uni. Of Technology, AUSTRIA

'Segregation or homologation? Gender differences in recent Italian economic thought' (132)

Marcella Corsi & Giulia Zacchia, Sapienza University of Rome, ITALY

END

**Conference Workshop:
Gendering Techno-scientific Organizations
Venue – The Ralph Room**

Workshop Convenors:

Luisa De Vita, Sapienza University of Rome, ITALY
Orazio Giancola, Aix-Marseille University, FRANCE
Maria Cristina Sciannamblo, Sapienza University of Rome, ITALY
Assunta Viteritti, Sapienza University of Rome, ITALY

Thursday 30th June

Session 8: 15.30-17.00 Chair-Luisa De Vita

'Different approaches use by women in computer science industry as to sustain and develop in their employment' (133)

Kanchana Wijayawardena, Human Resource Management, University of Colombo, SRI LANKA
& Nilupama Wijewardena, Management, Monash University, Clayton, AUSTRALIA (*visa query*)

'Reddit and the Normative Nerd: Interfaces, Discourse and Power in Casual Epistemic Communities'
Gabe Malo, University of Illinois, Urbana-Champaign, Communications Research, Illinois, USA
(134)

'The hard-soft dualism: Gendering technoscience in a "gender neutral" discourse' (135)
Fredrik Sjögren, Business Admin., Technology & Social Sciences, Luleå Uni. of Technology,
SWEDEN

Session 9: 17.00-19.00 [4 papers] Chair- Maria Cristina Sciannamblo

'The Spanish context around STEM scientific institutions: an empirical approach to gendering process of scientific careers' (136)

Beatriz Revelles-Benavente; Ana María González Ramos; Agnès Vayreda Durán;
Ester Torrado Palomino & Esther Conesa Carpintero, Universitat Oberta de Catalunya, SPAIN

'The ideal academic: gendering of scientific and technical knowledge in Norway' (137)
Lotta Snickare, Centre of Banking & Finance, Cefin, Royal Institute of Technology, SWEDEN
& Maria Dockweiler, Gender Studies, University of Stavanger, NORWAY

'Implementing gender equality or looking for directions? Women academics gendered views on women in Czech chemistry'' (138)
Blanka Nyklová, Institute of Sociology, Czech Academy of Sciences, CZECH REPUBLIC

Closing discussion - Gendering Techno-scientific Organizations

Luisa De Vita, Sapienza University of Rome, ITALY; Orazio Giancola, Aix-Marseille University, FRANCE; Maria Cristina Sciannamblo, Sapienza University of Rome, ITALY, Assunta Viteritti, Sapienza University of Rome, ITALY

END

Gender, resistance and the collective at work

Venue- The Old Library

Stream Convenors:

Julie Douglas, Auckland University of Technology, NEW ZEALAND
Katherine Ravenswood, Auckland University of Technology, NEW ZEALAND
Janet Sayers, Massey University, NEW ZEALAND
Trine Pernille Larsen, FAOS, DENMARK
Jenny Rodriguez, Newcastle University, UNITED KINGDOM
Cathy Brigden, RMIT, AUSTRALIA

Wednesday 29th June

Session 1: 11.30-13.00 Chair: Katherine Ravenswood

'Overcoming Resistance? The Role of Collective Voice in Sri Lankan Garment Factories' (139)

Sue Williamson, School of Business, UNSW Canberra, AUSTRALIA;

Arosha Adirakam, University of Colombo, SRI LANKA

& Michael O'Donnell, School of Business, UNSW Canberra, AUSTRALIA

"The workers know I'll never sell them, the same way a mother doesn't sell her babies": the stories of women trade-unions' leaders in Israel' (140) (late withdrawal - family)

Dalit Yassour-Borochowitz, Dept. of Human Services, Emek Yezreel College, ISRAEL

'Men's agency and resistance in the gendered mining workers' collective'

Eira Andersson & Lisa Andersson, (141)

Business Admin. Technology & Social Sciences, Luleå University of Technology, SWEDEN

Session 2: 14.00-15.30 Chair: Jenny Rodriguez

'Giving an account of oneself' (142)

Darren Baker, Management, King's College London, ENGLAND

& Elisabeth Kelan, Cranfield School of Management, Cranfield University, ENGLAND

'After the amalgamation: what the Female Confectioners Union women leaders did next' (144)

Cathy Brigden, Management, RMIT University, AUSTRALIA

'Experiences of non-heterosexual and trans youth on career choice and in the workplace' (145)

Jukka Lehtonen, Gender Studies, University of Helsinki, FINLAND

Session 3: 16.00-17.30 Chair: Janet Sayers

'Discrimination because of a headscarf – A reflection on how medical students with a Turkish migration background experience intersectionality' (146)

Gloria Tauber, Heidi Siller & Margarethe Hochleitner,

Women's Health Centre, Medical University of Innsbruck, AUSTRIA

'Gender, class and productivity bargaining in UK local government: the case of the missing female bonuses' (147)

Whyeda Gill-McClure, Business School, University of Wolverhampton, ENGLAND

'Gender and health: Analysis of trade union action in the management of protective reassignment for pregnant nurses in Quebec, Canada' (148)

Anne Renée Gravel, Industrial Relations Téliuq Distance Education University of Québec, CANADA

Session 4: 17.30-19.00 Chair: Trine Pernille Larson

'Challenges and pitfalls for a small public sector professional union following restructuring and outsourcing: a gender perspective' (149)

Cecile Guillaume & Gill Kirton, Queen Mary University London, ENGLAND

'Are women 'fragile'?': Gendered power in the Taiwanese primary teaching' (143) (late withdrawal)

Hsiao-jung Li, Sociology, Politics & International Studies, University of Bristol, ENGLAND

END

Exploring the Rise of Moderate Feminisms

Venue – The Old Library

Stream Convenors:

Maria Adamson, Middlesex University, ENGLAND
Ingrid Biese, Hanken School of Economics, FINLAND
Elisabeth Kelan, Cranfield School of Management, ENGLAND
Patricia Lewis, University of Kent, ENGLAND
Ruth Simpson, Brunel University, ENGLAND

Thursday 30th June

Session 5: 09.00-10.30 Choice, Opt-Out & Board Membership: Chair- Patricia Lewis

'Choice feminism, capabilities and intersectionalities: limits of choice in managing work and non-work boundaries' (153)

Annamari Tuori, Charlotta Niemisto & Jeff Hearn,
Management and Organisation, Hanken School of Economics, FINLAND

'Opting out and the complexity of choice: Women leaving their careers to adopt new lifestyles' (154)
Ingrid Biese, Management and Organization, Hanken School of Economics, Helsinki, FINLAND

'"There's never been a better time to be a woman": Neoliberal feminism and women on boards' (155)
Scarlett Brown & Elisabeth Kelan, King's College London & Cranfield University, ENGLAND

Session 6: 11.00-12.30 Emergence & Impact of Moderate Feminisms: Chair-Elisabeth Kelan

'Corporate feminism and the undoing of gendered inequality in a high-tech firm' (150)

Hannelore Roos, & Patrizia Zaroni, Business Economics, Hasselt University, BELGIUM

'Moderate feminism in Finnish newsrooms from the 1960s to the present day' (151)
Heidi Kurvinen, Department of History, University of Stockholm, SWEDEN

'The "F" word: The neoliberal rhetoric on feminism by Australian political actors' (152)
Catherine White & Linda Colley, Business and Law, Central Queensland University, AUSTRALIA

Session 7: 13.30-15.00 Leadership, Femininities & Intra-Gender Relations:

Chair-Ingrid Biese

'Triggering feminization: A critical reading of the feminine leadership literature through the concept of postfeminism' (156)

Patricia Lewis, University of Kent, ENGLAND & Ruth Simpson, Brunel University, ENGLAND

'Mobilising femininities in the workplace: Offering intra-gender support as a way to make work "work"' (157)

Melissa Carr, Bournemouth University, ENGLAND
& Elisabeth Kelan, Cranfield University, ENGLAND

'Kardashian & Co: Exploring the influence of celebrities on "mumpreneurs"' (158)
Anneke Edmonds & Elisabeth Kelan, Cranfield University, ENGLAND

Session 8: 15.30-17.00 Feminist Alternatives to Moderate Feminisms: Chair-Ruth Simpson

'Women's professional career networks – a sisterhood 2.0?' (159)

Ida Maria Borjesson, Humanities, Education and Social Sciences, Örebro University, SWEDEN

'Struggling feminisms or feminist struggles?' (160)

Laura Visser, Radboud University, NETHERLANDS

'The impact of black feminist theories on moderate feminisms in US organizations' (161)
Melissa Fisher, Social and Cultural Analysis, New York University, USA (late withdrawal)

Session 9: 17.00-19.00 Moderate Feminisms in Business Contexts: Chair-Ingrid Biese

'From 'whether' to 'how': Gendering corporate social responsibility' (162)

Kate Grosser, La Trobe University, AUSTRALIA

& Lauren McCarthy, Copenhagen Business School, DENMARK

'Feminist feminist what do you see? On feminisms and diversity management' (163)

Jonna Louvrier, Clayman Institute for Gender Research, Stanford University, USA

'Governing gender relations: The role of accounting in moderate forms of feminism' (164)

Ulrike Marx, Management, University of Leicester, ENGLAND

Friday 1st July

Session 10: 09.30-11.00 Professional Workplace & Moderate Feminisms: Chair-Ruth Simpson

'The feminist and anti-colonialist moderate identities of Timorese professional women in a Portuguese bank institution' (165)

Emilia Fernandes & Regina Leite, University of Minho, Economics & Management, PORTUGAL

'Junior women rising: An analysis of the evolving landscape for creative women in advertising' (166)

Karen Mallia, Jean Grow & Sheri Broyles,

Journalism and Mass Communications, University of South Carolina, USA

'Making the tea, chairing the meeting? The ebb & flow of feminism and femininities in television representations & professional practice' (167)

Helen Rodgers, Liz Yeomans & Sallyann Halliday, Leeds Beckett University, ENGLAND

Session 11: 11.00-12.30 The Corporation, moderate feminism & masculinity:

Chair-Patricia Lewis

'Modelling the corporate feminist? Celebrity business women as postfeminist role models' (168)

Maria Adamson, Middlesex University, ENGLAND

& Elisabeth Kelan, Cranfield University, ENGLAND

'Men, managers and moderate feminism: Analyzing the construction of men in gender equality efforts'

Elisabeth Kelan, Cranfield University, ENGLAND (169)

'Communities of practice and long working hours: Challenging masculine practices in professional service firms' (170)

Mayra Ruiz Castro, Business School, Kingston University London, ENGLAND

END

LGBT & Queer Workplace Activism in the New Millennium

Venue – Senior Common Room

Stream Conveners:

Nick Rumens, Middlesex University London, ENGLAND

Erhan Aydin, Brunel University London, ENGLAND

Todd Brower, Law, Western State University College of Law, USA

Wednesday 29th June

Session 1: 11.30-13.00 Chair -Todd Brower

'Queering heteronormativity within the management classroom' (171)

Nick Rumens, Organisation Studies and HRM, University of Portsmouth, ENGLAND

'LGBT+ community strategizing: The taking-over of a Pride organisation' (172)

Ryan Rumble, Grenoble Ecole de Management, Grenoble, FRANCE

'Non- Governmental Organisations of sexual orientation minorities in the context of Turkey and the UK: A documentary analysis' (173)

Erhan Aydin, Usak University, TURKEY/Brunel University London, ENGLAND

Session 2: 14.00-15.30 Chair- Nick Rumens

'From outlaws to inlaws: Stealth advocacy on LGBTQ rights in the United States' (174)

Todd Brower, Western State College of Law, California, USA

'LGBTQ movement goals and strategies in the new millennium' (175)

Matthew Green, Cleveland-Marshall College of Law, Cleveland, Ohio, USA

'LGBT and queer workplace activism in the new millennium' (176)

Stacey Sobel, Western State College of Law, California, USA

Session 3: 16.00-17.30 Chair- Erhan Aydin

'Truth or dare? Sexual orientation and masculine professions: Coming out as a professional of the financial services industry' (177)

Sebastian Stenger, Management Control Dept, École Supérieure des Sciences Economiques et Commerciales (ESSEC) Paris, FRANCE, & Pierre Lescoat, Management Control Department, École Supérieure de Commerce de Paris, (ESCP), Paris, FRANCE

'From self- assertion strategies to passive compliance: A study of the experience of how professional gay men manage their gay identity in the workplace beyond the closet' (178)

Simon Roberts, Leadership, Strategy & Organisations, Bournemouth University, ENGLAND

'LGBT inclusion at the workplace in Switzerland: Drivers and actors' (179)

Andrea Gurtner, Dimitri Bucher & Isabelle Clerc,
Berne University of Applied Sciences, Bern, SWITZERLAND

Session 4: 17.30-19.00 Chair- Erhan Aydin

'Contesting heteronormativity at work: queer challenges for LGBT activism' (180)

Stefanie Worst, Northumbria University, Newcastle upon Tyne, ENGLAND

'Older lesbians in Austria – Challenges on a structural level' (181)

Bärbel Traunsteiner, Vienna University of Economics and Business, Vienna, AUSTRIA
& Regine Bendl, Vienna University of Economics and Business, Vienna, AUSTRIA

END

Emplacing gender relations in organization

Venue – Senior Common Room

Stream Convenors:

Michela Cozza, University of Trento, ITALY
Lucia Crevani, Mälardalen University, SWEDEN

Thursday 30th June

Session 5: 09.00-10.30 Chair- Michela Cozza

'Out of Time, Out of Place? Formations of Gender, Class and Race in the Vintage Marketplace' (182)
Katherine Duffy, Business School, University of Glasgow, SCOTLAND (Medical withdrawal)
& Melissa Tyler, Business School, University of Essex, ENGLAND

'“We are here”, “They are there”. Understanding the construction of organizational boundaries through spatiality' (194)

Mariacristina Sciannamblo, Social Sciences, University of Rome Sapienza, ITALY

'Veiled Ambitions: Female Muslim medical students and their different experiences in medical education' (183)

Hannah Leyerzapf; Hajar Rifi; Tineke Abma & Petra Verdonk,
University Medical Centre, Amsterdam, NETHERLANDS

'Doing, Undoing and Redoing Gender – Socio-material practices in Aidland' (184)
Silke Roth, Sociology, University of Southampton, ENGLAND

Session 6: 11.00-12.30 Chair- Michela Cozza

'Putting a name to sexuality: Sexual (dis)orientations at work' (185)
Anna Einarsdottir, Management, University of York, ENGLAND

'Placing Performativity: Doing Gender in the City of London' (186)
Louise Nash, University of Essex, ENGLAND

'Gender mainstreaming in the State's structure: The Chilean case' (188)
Maria Jesus Tobar Classen, Paris Diderot University, FRANCE

Session 7: 13.30-15.00 Chair- Lucia Crevani

'Transmogrifying organisational space' (187)
Darren Thomas Baker, King's College London, ENGLAND
& Elisabeth Kelan, Cranfield University, ENGLAND

'Making space for women? The quest for women in Swedish forestry' (189)
Kristina Johansson, Luleå University of Technology, SWEDEN;
Elias Andersson & Gun Lidestav Swedish University of Agricultural Sciences Umeå, SWEDEN

'If we do not talk about it, it does not exist' (190)
Karin Staffansson-Pauli, Malmö University, SWEDEN
& Caroline Wigren-Kristoferson, Lund University, SWEDEN

Session 8: 15.30-17.00 Chair- Michela Cozza

'Becoming a feminine creative space' (191)
Saija Katila & Ari Kuismin, Aalto University School of Business, FINLAND

'The disruptive presence of the material body: Women's experiences of dys-appearance in leadership'
Claire O'Neill, Economics, Finance & Management, University of Bristol, ENGLAND (192)

'Space, Gender and Dirty Work: The Experiences of Street Cleaners, Refuse Collectors and Graffiti Removers' (193)

Ruth Simpson, Business School, Brunel University, ENGLAND; Jason Hughes, Sociology, University of Leicester, ENGLAND & Natasha Slutskaya, Business School, Brunel University, ENGLAND

Session 9: 17.00-19.00 Chair- Lucia Crevani

'Safeguarding through work arounds: sociomateriality, gender and the organizing of care in a private hospital' (195)

Luisa Toffoli, School of Nursing and Midwifery, University of South Australia, AUSTRALIA

'Nocturnal escapes: the sociomateriality of nurses' night work' (196)

Sandra West & Trudy Rudge, Nursing School, University of Sydney, AUSTRALIA

END

Emotional, aesthetic & sexualized labour

Venue – Senior Common Room

Stream convenors:

Leanne Cutcher, Business School, University of Sydney, AUSTRALIA
Karen Dale, Organisation, Work & Technology, Lancaster University, ENGLAND
Sophie Hales, Business School, University of Essex, ENGLAND
Melissa Tyler, Business School, University of Essex, ENGLAND

Friday, 1st July

Session 10: 09.30-11.00 Chair- Melissa Tyler

'In the zone or in the shit: (extra)ordinary affects at work' (197)

Lynne Pettinger, Sociology, University of Warwick, ENGLAND

'Beyond affect: On the ethics of consumption in the surrogacy market in India' (198)

Rashné Limki, Marketing, Essex Business School, University of Essex, ENGLAND

'Feeling ageing from within: Corporeal Conjecture as a way of conceptualising professional bodies in and over time' (199)

Kathleen Riach, Management, Monash University, Melbourne, AUSTRALIA

Session 11: 11.30-13.00 Chair- Karen Dale

'Disorderly Bodies and the Aesthetics of 'Cool' in the Tattoo Industry' (203)

Ruth Simpson, Brunel University, ENGLAND & Alison Pullen, Macquarie University, AUSTRALIA

'"There's a reason why I call it hell": Work experience of Polish women in the Scottish hospitality industry' (204)

Rafał Sitko, Kate Sang & James Richards, Mngt. & Languages, Heriot-Watt University, SCOTLAND

'"Campaigning For More 'Thigh in the Sky': Capital Dresses Flight Attendant Labour in the 1970s"'

Joan Sangster & Julia Smith, Gender & Women's Studies Department,

Frost Centre for Canadian Studies & Indigenous Studies, Trent University, Ontario, CANADA (205)

Session 12: 13.30-15.00 Chair- Melissa Tyler

'PhD Barbie Gets a Makeover! Aesthetic Labour in Academia' (200)

Scarlett Brown, Management, King's College London, ENGLAND

'Rethinking the Leaderful Body: The Jujutsuffragettes and the Gentle Art of Yielding' (201)

Simon Kelly, Bradford University School of Management, ENGLAND

'Death Work: the acquisition of emotional capital' (202)

Jenna Ward, Business School, De Montfort University, ENGLAND

& Robert McMurray, Business School, Durham University, ENGLAND

Session 13: 15.00-16.30 Chair- Sophie Hales

'Reconceptualising emotional labour as mental work through the lens of outsourced cleaning' (206)

Lotika Singha, Women's Studies, University of York, ENGLAND

'The songline of aesthetic labour' (207)

Chris Warhurst, Institute for Employment Research, Universities of Warwick, ENGLAND &

Dennis Nickson, Human Resource Management, University of Strathclyde, Glasgow, SCOTLAND

'Death becomes her?' Managing gender through commemorative aesthetics' (208)

Leanne Cutcher, School of Business, University of Sydney, AUSTRALIA,

Karen Dale, Organisation, Work & Technology, Lancaster University, Lancaster, ENGLAND

& Melissa Tyler, Business School, University of Essex, ENGLAND

END

Parenthood penalties

Venue - The Sneyd Room

Stream convenors:

Jennifer Tomlinson, Leeds University Business School, University of Leeds, ENGLAND
Stefan Kesting, Leeds University Business School, University of Leeds, ENGLAND
Jana Javornik, Central European Labour Studies Institute, SLOVAKIA
Jo Ingold, Business School, Leeds University Business School, University of Leeds, ENGLAND
Peter Hughes, Leeds University Business School, University of Leeds, ENGLAND

Wednesday 29th June

Session 1: 11.30-13.00 Child & elder care welfare regimes in Europe Chair: Jennifer Tomlinson

'The Development of Childcare Policies, Discourses and Practices of Childcare for Children under the Age of Three in a Comparative French-Czech Perspective' (209)

Hana Hašková & Radka Dudová, Sociology, Czech Academy of Sciences, CZECH REPUBLIC

'Post socialist childcare regimes in a Czech and Hungarian city' (210)

Erika Kispeter, Employment Research, University of Warwick, ENGLAND

& Martina Kampichler, Social Sciences, Masaryk University, Brno, CZECH REPUBLIC

'Dealing with the flaws in Danish child and elder care provision: Social partners' actions and initiatives at company level' (211) (confirm attendance)

Trine Larsen, Sociology, University of Copenhagen, DENMARK

Session 2: 14.00-15.30 Parental leave & early-years childcare policy Chair: Jennifer Tomlinson

'The UK shared parental leave is a nice idea – but will it work?' (212)

Jana Javornik, University of East London, ENGLAND

& Liz Oliver, Leeds University Business School, ENGLAND

'Fathers, Mothers, Happiness, and Childrearing: The Negative Relationship between Subjective Well-being and Parental Leave Inequality' (213)

Simon Hedlin, Harvard University Kennedy School of Government / Columbia University, USA

Session 3: 16.00-17.30 Workplace flexibilities and parental penalties Chair: Jana Javornik

'After-work: Flexible work as answer on work-family conflicts in a European perspective' (214)

Dries Van Gasse & Dimitri Mortelmans, Sociology, University of Antwerp, BELGIUM

'Impact of Parenthood on Women's Career in the IT Sector: A Case Study in the Indian Context (215)

Merlin Mythili, Rajalakshmi School of Business, Chennai, INDIA

'Doing gendered and classed motherhood: The experiences of academic women in Greece' (216)

Maria Tsouroufli, Education, Health & Well-being, University of Wolverhampton, ENGLAND

END

Gendered career paths Venue – The Sneyd Room

Stream convenors:

Carola Bauschke-Urban, Fulda University of Applied Sciences, GERMANY
Valerie Caven, Nottingham Trent University, ENGLAND
Anne-Sophie Godfroy, Université Paris Sorbonne & CNRS, Paris, FRANCE
Susan Kirk, Nottingham Trent University, ENGLAND
Felizitas Sagebiel, Educational & Social Sciences, University of Wuppertal, GERMANY
Victoria Showunmi, UCL IOE, London, ENGLAND
Susana Vázquez-Cupeiro, Faculty of Education, University Complutense of Madrid, SPAIN

Wednesday 29th June

Session 4: 17.30-19.00 Postcolonial space, race & gender Chair- Felizitas Sagebiel

'Highly skilled transnational career pathways from postcolonial spaces: Gendered mobilities and intersecting inequalities' (217)

Carola Bauschke-Urban, Fulda University of Applied Sciences, GERMANY

'Manifold pathways to success: narratives of Ethiopian Immigrant women in the Israeli labor market' (218)

Dalit Yassour-Borochowitz & Varda Wasserman, Human Services, Emek Yezreel College, ISRAEL

'The challenge of leadership: ethnicity, culture, gender and class among Higher Education in England and Pakistan' (219)

Victoria Showunmi, Institute of Education, University College London, ENGLAND

'Networks and their Importance for Skilled Migrant Job Seekers in Australia: A Gender and Race Perspective' (220)

Susan Ressia, Glenda Strachan & Janis Bailey,
Employment Relations & Human Resources, Griffith University, AUSTRALIA

Thursday 30th June

Session 5: 09.00-10.30 Careers in Insecure Environments Chair- Victoria Showunmi

'Conforming to be or not to be – Gendered Work Role Choices of Migrant Women in Australia' (221)

Vidhula Venugopal & Afreen Huq, School of Mngt., RMIT University, Melbourne, AUSTRALIA

'International mobility experiences of Portuguese working women: Motives and hesitations in the first person' (222)

Paula Sousa, Regina Leite & Emília Fernandes, Ec. & Mngt, University of Minho, PORTUGAL

'Crossing Academic Borders: Global Obstacles and Opportunities for US Women' (223)

Kathrin Zippel, Northeastern University, USA

Session 6: 11.00-12.30 Global Gendered Career paths Chair- Carola Bauschke-Urban

'Running with the Wolf Pack: A Honeycomb of Glass Barriers for Female Global Careerists' (224)

Susan Kirk & Valerie Caven, Nottingham Business School, Nottingham Trent University, ENGLAND

'Snakes and ladders: comparing the career trajectories of men and women in finance and accounting'

Darren Baker, Management, King's College London, ENGLAND (225)

& Elisabeth Kelan, Management, Cranfield University, ENGLAND

'Gender and globalization in the legal profession: A Comparative Study of the Early-Stage Careers of Lawyers in France and Switzerland' (226)

Isabel Boni-Le Goff, Nicky Le Feuvre, Eléonore Lépinard, Université de Lausanne, SWITZERLAND
& Grégoire Mallard, Graduate Institute of Geneva, SWITZERLAND

Session 7: 13.30-15.00 Reflecting & comparing gendered career developments

Chair- Victoria Showunmi

'Older women's retrospective accounts of career development' (227)

Jenny Bimrose, Mary McMahon & Mark Watson,

Institute for Employment Research, University of Warwick, ENGLAND

'Exploring women's careers in leadership posts in Higher Education institutions – A comparative lens in different national and cultural environments' (228)

Susi Poli, Institute of Education, University College London, ENGLAND

'Exploratory study of career chances of female managers in a logistics company in Germany' (229)

Yvonne Ziegler, Caprice Weissenrieder, Regine Graml & Tobias Hagen,

Faculty of Business & Law, Frankfurt University of Applied Sciences, GERMANY

END

**Gender, knowledge production and knowledge work
in education, training and cultural spheres
Venue – The Sneyd Room**

Stream convenors:

Pauline Cullen, Sociology, Maynooth University, National University of Ireland, EIRE
Anne O'Brien, Media Studies, Maynooth University, National University of Ireland, EIRE
Myra Marx Ferree, Sociology, University of Wisconsin, USA
Rosella Ciccia, Sociology, Social Work and Social Policy, Queens University, Belfast, UK
Anna Elomäki, History, Philosophy, Culture & Art, University of Helsinki, FINLAND
Mary P. Murphy, Sociology, Maynooth University National University of Ireland, EIRE

Thursday 30th June

Session 8: 15.30-17.00 Gendered Cultural and Media contexts and Knowledge Production

Chair: Anne O'Brien, Discussant: Mary Corcoran

'Career Choice, Media Portrayal and Investment Management' (230)

Corina Sheerin, School of Business, National College of Ireland, EIRE

'Breaking the glass ceiling, wearing the glass slipper or simply shattered: Mapping the experiences of women leaders in media organisations' (231)

Anne O'Brien, Media Studies, Maynooth University, EIRE

'Suck on this! (Self)empowerment in academia through artistic performance' (232)

Þorgerður Einarisdóttir & Gyða Margrét Pétursdóttir, Gender Studies, Uni. of Iceland, ICELAND

Session 9: 17.00-19.00 [4 papers] Gendered organisations and knowledge production

Chair: Myra Marx Ferree, Discussant: Kathrin Zippel

'A Rose by Any Other Name? Title IX as a Gender Mainstreaming Program' (233)

Myra Marx Ferree, Sociology, University of Wisconsin, Madison, USA

'Organizations under pressure: Narratives of legitimacy' (234)

Helga Eberherr, Institute for Gender and Diversity in Organizations, WU Vienna, AUSTRIA

'Gender gap or local practices: exploring academic publication patterns' (235)

Siri Øyslebø Sørensen, Vivian Anette Lagesen & Knut Holtan Sørensen,
Interdisciplinary studies of culture, Norwegian University of Science and Technology, NORWAY

'Gender and teaching awards: evidence from sixteen years of national data in Australia' (236)

Michelle Wallace & Teresa Marchant, School of Management, Griffith University, AUSTRALIA

Friday 1st July

Session 10: 09.30-11.00 Gender and the Politics of Knowledge Transfer

Chair: Pat O'Connor, Discussant: Anne O'Brien

'Gender Inequalities in Knowledge production and technology transfer' (237)

Ana Guil & Concepción Mimbrero, Social Psychology, University of Seville, SPAIN

'What knowledge about sex and gender can be true where?' (238)

Mieke Verloo, Institute for Management Research, Radboud University, NETHERLANDS

'Leading the debate for an economic case for gender equality, perilous for whom?' (239)

Pauline Cullen & Mary Murphy, Sociology & Politics Maynooth University, EIRE

Session 11: 11.00-12.30 Gender, Neo-Liberalism and Knowledge Production

Chair: Delma Byrne, Discussant: Mieke Verloo

'Dual Career, Parenthood and Academia within Neoliberal Transformations' (240)
Stefanie Leinfellner, Educational Science, University of Paderborn, GERMANY
& Christiane Bomert, Political Science, University of Paderborn, GERMANY

'Are women taken seriously as public intellectuals?' (241)
Mary Corcoran, Sociology, Maynooth University, EIRE

'Leadership habitus, gender and the field of 'scaled up' higher education' (242)
Jill Blackmore, Deakin Centre for Education Research, Deakin University, AUSTRALIA

Session 12: 13.30-15.00 Gendered Work and Knowledge Production

Chair: Theresa O Keefe, Discussant: Myra Marx Ferree

'The hidden workforce: clerical and administrative staff within the British Higher Education sector'
Kay Tong, School of Health and Rehabilitation, Keele University, ENGLAND (243)

'Academic career practices: embedding gendered academic capitalism cross-nationally' (244)
Clare O'Hagan & Pat O'Connor, University of Limerick, EIRE

'College Entrants and the Teaching Profession a Gendered Assessment' (245)
Delma Byrne & Cliona Murray, Sociology & Education Maynooth University, EIRE

END

Methodologies: extending gender & organization scholarship

Venue – The Terrace

Stream Conveners

Irene Ryan, AUT University, NEW ZEALAND

Barbara Myers, AUT University, NEW ZEALAND

Shelagh Mooney, AUT University, NEW ZEALAND

Judith Pringle, AUT University, NEW ZEALAND

Regine Bendl, Vienna University of Economics and Business, AUSTRIA

Angelika Schmidt, Vienna University of Economics and Business, AUSTRIA

Wednesday 29th June

Session 1: 11.30-13.00 Gender in management Chair -Irene Ryan

'Realities and challenges of observing on the move: exploring the role of gender practices in managerial identity work' (246)

Nancy Aumais, Management et Technologie,

École des Sciences de la Gestion, Université du Québec à Montréal, CANADA

'A methodology to actively break the 'uncomfortable' silence on gender among tourism managers in Portugal' (247)

C. Costa, F. Bakas, F. Z. Breda, Z., and M. Durão,

Economics, Management, Industrial Engineering and Tourism, University of Aveiro, PORTUGAL

'Women in Management in Non-Profit Organisations: Narrative and Critical Feminist Discourse Analysis' (248)

Catharina Jerratsch, Management School, University of Waikato, NEW ZEALAND

Session 2: 14.00-15.30 Alternative methods Chair- Judith Pringle

'Mixed Methods Research through a Feminist Postconstructionist Lens' (249)

Inês Carvalho & Carlos Costa, University of Aveiro, Economics, Management and Industrial Engineering, PORTUGAL; Nina Lykke, Linköping University, Gender Studies, SWEDEN; & Anália Torres, Technical University of Lisbon, Social and Political Sciences, PORTUGAL

'A method to visualise and change the doing of a gendered meeting culture' (250)

Susanne Andersson, Education, Stockholm University, SWEDEN

'Avoiding the Medusa effect: Combining innovative methodologies to explore gender and other differences in organisations' (251)

Shelagh Mooney, Hospitality and Tourism, AUT University, NEW ZEALAND

Session 3: 16.00-17.30 Communication and co-creation Chair- Shelagh Mooney

'Collaboration between researchers and journalists: methods in data gathering' (252)

Nikunen Minna, Koivunen Tuija and Korvajärvi Päivi, University of Tampere, FINLAND

'Methodologies in exploring resistance and strategies in gender equality work together with change agents' (253)

Eva Amundsdotter, Karlstad University, Centre for gender research, SWEDEN

& Sophie Linghag, Ersta Sköndal University College, Civil Society Studies, SWEDEN

'Feminist Theory of Organisational Change? How to bridge the Gap between Gender Theory and Organisational Practice' (254)

Nadine Pieck, Leibniz Universität Hannover, Interdisziplinäre Arbeitswissenschaft, GERMANY

Session 4: 17.30-19.00 Gender in traditional male occupations/institutions Chair- Angelika Schmidt.

'Women in construction: do methodological choices reproduce or breakdown gender inequalities?'

Nicola Naismith, Katherine Ravenswood & Lynette Reid, Computer & Mathematical Sciences, AUT Uni. Auckland, NEW ZEALAND, & Kate Sang, Heriot Watt University, SCOTLAND (255)

'Uncovering engineers' networks: methods to uncover gender differences' (256)
Kim Ball, Malcolm Alexander & Glenda Strachan, Griffith University, AUSTRALIA;
& Sumanthi Gunawardana, Monash University, AUSTRALIA

'Teabags, Tools and Getting my Hands Dirty: The Female Outsider in the Total (Male) Institution'
Jenna Pandeli, Business and Law, University of the West of England, ENGLAND (257)

Thursday 30th June

Session 5: 09.00-10.30 Narrative methodologies Chair- Regine Bendl

'Narrative analysis: Achieving narrative integrity through a 'cycle of storying'' (258)
Barbara Myers and Judith Pringle, AUT University, NEW ZEALAND

'How Biographical Research adds to Organizational and Gender Theory' (259)
Marita Haas, Vienna University of Technology, Management Science, AUSTRIA

'Hermeneutic phenomenology: Searching for meaning in women's career journeys' (260)
Margaret Elley-Brown and Candice Harris, AUT University, NEW ZEALAND

END

**‘Post-qualitative’ methodologies (of difference)
Venue -The Terrace, Keele Hall**

Stream Convenors:

Mirka Koro-Ljungberg, Mary Lou Fulton Teachers College, Arizona State University, USA
Angelo Benozzo, Dept. Humanities and Social Sciences, Università della Valle d’Aosta, ITALY
Neil Carey, Health, Psychology & Social Care, Manchester Metropolitan University, ENGLAND

Thursday 30th June

Session 6: 11.00-12.30 Difference and methodology Chair-Mirka Koro-Ljungberg

‘Working in the umbra: methodological uncertainty and affective flows’ (261)

Nikki Fairchild, Childhood, Social Work and Social Care, University of Chichester, ENGLAND

‘Writescapes (of spatial difference)’ (262)

Mirka Koro-Ljungberg, Mary Lou Fulton Teachers College, Arizona State University, USA
& Teija Löytönen, Arts, Design and Architecture, Aalto University, FINLAND

‘Posthumanist methodological devices: introducing possibilities for thinking differently about child protection in England’ (263)

Ruth Hubbard, Education, Manchester Metropolitan University, ENGLAND

Session 7: 13.30-15.00 Difference and practice Chair-Neil Carey

‘Re-Orienting International students as data in UK Higher Education’ (264)

Neil Carey, Health, Psychology & Social Care, Manchester Metropolitan University, ENGLAND

‘Relationship counseling as affective labor: How to capture affects?’ (265)

Marjo Kolehmainen, Social Sciences and Humanities University of Tampere, FINLAND

‘The Use of Triangulated Feminist Participatory Action Methodologies within a Politically Charged Educational Climate Undergoing Organizational Change’ (266)

Valandra; Kameri Christy; April Rand & Callie Forbess, Social Work, University of Arkansas, USA

Session 8: 15.30-17.00 Difference and data Chair- Angelo Benozzo

‘[Data within (data)-bag] diffracted’ (267)

Angelo Benozzo, Humanities and Social Sciences, University of Valle d’Aosta, ITALY
& Mirka Koro-Ljungberg, Mary Lou Fulton Teachers College, Arizona State University, USA

‘“.....,.....;)” Communication in a posthuman spacetimemattering’ (268)

Constanse Elmenhorts, Fjordvangen Barnehage, Oslo, NORWAY

Open Space – Thinking Through Post Qualitative Work

Mirka Koro-Ljungberg, Mary Lou Fulton Teachers College, Arizona State University, USA;
Angelo Benozzo, Dept. Humanities and Social Sciences, Università della Valle d’Aosta, ITALY
Neil Carey, Health, Psychology & Social Care, Manchester Metropolitan University, ENGLAND

END

Mind the Gender Pay Gap: Venue – The Elizabeth Room

Stream convenors:

Nadja Bergmann, L&R Sozialforschung, Vienna, AUSTRIA

Marie-Thérèse Chicha, University of Montreal, CANADA

Susan Milner, University of Bath, ENGLAND

Sophie Pochic, ENS, Paris, FRANCE

Alexandra Scheele, BTU Cottbus-Senftenberg/University of Bielefeld, GERMANY

Sue Williamson, UNSW Canberra, AUSTRALIA

Wednesday 29th June

Session 1: 11.30-13.00 Identifying explanatory factors in gendered pay: Chair- Susan Milner

'Varieties of gender gaps: How regulation distance and labour segmentation interact in the production of gender gaps' (269)

David Peetz, Business School, Griffith University, Brisbane, AUSTRALIA

& Georgina Murray, School of Humanities, Griffith University, Brisbane, AUSTRALIA

'From wage regulation to wage gap: how wage-setting institutions and structures shape the gender wage gap across three industries in 24 European countries, with a case study of Germany' (270)

Andrea Schäfer & Karin Gottschall, Social Policy, University of Bremen, GERMANY

'Factors influencing laws promoting equal pay: a comparative study' (271)

Valérie Tanguay, Industrial Relations, University of Montreal, CANADA

Session 2: 14.00-15.30 Mobilisation strategies at national/policy level: Chair- Alexandra Scheele

'Rethinking equal pay legislation' (272)

Hazel Conley, Business and Law, University of the West of England, ENGLAND

'Strategies for mobilisation on equal pay: the New Zealand experience' (273)

Judy McGregor & Sharyn Graham Davies,

Social Sciences & Public Policy, AUT University, Auckland, NEW ZEALAND

'Exploring pay gaps in public vs private sector organisations' (274)

Carol Woodhams, Business School, University of Exeter, ENGLAND

Session 3: 16.00-17.30 Evaluation & reporting mechanisms Chair- Sophie Pochic

'A tool for testing wage discrimination and tackling the gender pay gap: eg-check.de' (275)

Andrea Jochmann-Döll, GEFA Forschung & Beratung, Essen, GERMANY

'Pay equality: also a question of gender neutral job evaluation!' (276)

Sarah Lillemeier, Faculty of Education, University Duisburg-Essen, GERMANY

'Gender pay reporting: mechanisms, institutions and organizational change' (277)

Susan Milner, Politics, Languages & International Studies, University of Bath, ENGLAND;

Marian Baird & Rae Cooper, Business School, University of Sydney, AUSTRALIA

Session 4: 17.30-19.00 Public sector companies Chair- Sue Williamson

'A Queensland public sector case study' (278)

Linda Colley, Business & Law, Central Queensland University, AUSTRALIA

'Ignoring, minding or closing the gender pay gap? Gender and salary negotiations in the Swedish governmental sector' (279)

Anna Fogelberg Eriksson, Behavioural Sciences and Learning, Linköping University, SWEDEN

& Minna Salminen-Karlsson, Sociology, Uppsala University, SWEDEN

'Trail blazers, change agents and blockers: addressing the gender pay gap on the ground in British public sector organizations' (280)

Alison Parken, Social Sciences, Cardiff University, WALES
& Rachel Ashworth, Business School, Cardiff University, WALES

Thursday 30th June

Session 5: 09.00-10.30 Private sector company case studies: Chair- Alexandra Scheele

'No, this gap is not significant! ": battles around equal pay in French private companies' (281)

Vincent-Arnaud Chappe, Sociology Innovation centre, Mines Paris Tech, FRANCE
& Sophie Pochic, École Normale Supérieure, Paris, FRANCE

'Job evaluation, performance-related pay, and gender pay equity: gendered practices in pay systems, and their implications for equal pay policy' (282)

Paula Koskinen-Sandberg, Hanken School of Economics, Helsinki, FINLAND

'Gender pay inequalities: an intersectional analysis of two occupations' (283)

Judith Pringle, Sharyn Davies and Lynne Giddings,
Management, Auckland University of Technology, NEW ZEALAND

Session 6: 11.00-12.30 Individual/occupational factors: Chair- Susan Milner

'The gender pay gap among physicians in Italy: same job, different earnings' (284)

Camilla Gaiaschi, Sociology, University of Milan, ITALY

'Segregated integration: an analysis of the gender division of labour in Austria' (285)

Margareta Kreimer, Institute of Economics, University of Graz, AUSTRIA
& Ricardo Mora, Economics, Universidad Carlos III, Madrid, SPAIN

'Strategies to tackle wage inequalities: Findings from six European countries' (286)

Alexandra Scheele, Sociology, University of Bielefeld, GERMANY

'Gender wage gap, occupational segregation and motherhood in the Philippines' (286a)

Emily Cabegin, School of Labor and Industrial Relations, University of the Philippines,
PHILIPPINES

END

Class based experiences of work Venue- The Elizabeth Room

Stream Convenors:

Caroline Essers, Radboud University, NETHERLANDS
Huriye Aygören, Jönköping University, SWEDEN
Maria Villares, University of Birmingham, ENGLAND
Maja Cederberg, Oxford Brookes University, ENGLAND
Sally Jones, University of Leeds ENGLAND
Sara Nadin, University of Liverpool, ENGLAND
Robert Smith, University of the West of Scotland, SCOTLAND

Thursday 30th June

Session 7: 13.30-15.00 Chair- Caroline Essers

'Negotiating Privilege and Disadvantage in Elite Professional Identity Construction' (287)
Doyin Atewologun, Business and Management Queen Mary, University of London, ENGLAND;
Camilla Quental, Management & HR, Audencia Nantes Ecole de Management, FRANCE
Ioana Lupu, Faculty of Management, Cass Business School, ENGLAND
& Elena Doldor, Business and Management, Queen Mary University, ENGLAND.

'Nowhere Woman: Working class interlopers in academia' (288)

Sally Jones, Leeds University Business School, ENGLAND
& Marjana Johansson, Business School, University of Essex, ENGLAND

'Class accent and perceived origins as objects of negative projection' (289)

Judith Okely, Anthropology, Oxford University/ Hull University, ENGLAND

Session 8: 15.30-17.00 Chair- Sara Nadin

'Social Class and International Migration: Female Migrants' Narratives of Social Mobility and Social Status' (290)

Maja Cederberg, Social Sciences, Oxford Brookes University, ENGLAND

'Negotiating class, femininity and career: Latin American migrant women entrepreneurs in Spain'

Maria Villares Varela, Business School, University of Birmingham, ENGLAND (291)

'Structural dynamics affecting Turkish female entrepreneurs in the Netherlands and in Turkey' (292)

Sibel Ozasir Kacar, Business Administration, Radboud University, NETHERLANDS

Session 9: 17.00-19.00 Chair- Maja Cederberg

'Post-racial, Post-feminist Society? Black Women & the Negotiation of Race, Class & Gender' (293)

Alexis Dennis, Sociology, University of Wisconsin-Madison, USA (late withdrawal? Confirm booking)

'Negotiating extended working life for workers in precarious and secure employment in the USA: an intersectional, life-course approach' (294)

Aine Ni Leime, Sociology, Case Western Reserve University, USA

'Bourdieu, diversity, governance and UK boards; plus ça change, plus c'est la même chose' (295)

Susan Sayce, Norwich Business School, University of East Anglia, ENGLAND
& Kate Sang, Management & Languages, Herriot Watt University, SCOTLAND

'The intersection of gender and class in the banking sector in India: are the lessons from the West of any relevance?' (296)

Supriti Bezbaruah, Independent Researcher, SINGAPORE

Friday 1st July

Session 10: 09.30-11.00 Chair- Robert Smith

'Undoing Class Intersectionally? Alternative Organizations and the Non-Performativity of Diversity'

Alex Fleischmann, Regine Bendl & Angelika Schmidt, Management,

Vienna University of Economics and Business, AUSTRIA (297)

'Applying intersectionality in organizations: Inequality markers, cultural scripts and advancement practices in a professional services firm' (298)

Mayra Ruiz Castro, Kingston Business School, Kingston University, ENGLAND
& Evangelina Holvino, Simmons School of Management, Boston, USA

'Class-based differences in heterosexual women's and lesbians' experiences of male-dominated work'
Tessa Wright, Business and Management, Queen Mary University of London, ENGLAND (299)

Session 11: 11.00-12.30 Chair- Maria Villares

'Unpacking classed structures in organizations - testing combined categories of Joan Acker's inequality regimes and Pierre Bourdieu's multiple social class approach' (300)

Gloria Kutscher and Edeltaud Hanappi-Egger,
Management, Vienna University of Economics and Business, AUSTRIA

'Enterprise culture and the obsolescence of class' (301)

Sara Nadin, Management School, University of Liverpool, ENGLAND;
Robert Smith, Business and Enterprise, University of the West of Scotland, SCOTLAND
& Sally Jones, Leeds University Business School, University of Leeds, ENGLAND

'Intermediaries, understanding and misunderstandings of class and gender in cross-cultural research'

Heather Jeffrey, Marketing, Branding & Tourism, Middlesex University, ENGLAND
& Martin Spósito, Leadership, Work & Organisations, Middlesex University, ENGLAND (302)

Session 12: 13.30-15.00 Chair- Huriye Aygören

'The role of 'wasta' in young Emirati students' perceptions of their future career opportunities' (303)

Ann Collins, Link Research Centre, Dublin City University, EIRE (*confirm booking-withdrawal?*)

'Researching the motivation of professional women in Pakistan' (304)

Wilma Garvin & Hira Hassan, Business and Law, University of East London, ENGLAND

'Reconstructing Classed Gender identity of Respectable Femininity: Women in service sector and work-life balance in Bangladesh' (305)

Nazia Hussein, Sociology, London School of Economics, ENGLAND

END

Precarious work in knowledge societies

Venue - The Ralph Room

Stream conveners:

Annalisa Murgia, University of Trento, ITALY

Marieke van den Brink, Radboud University, NETHERLANDS

Barbara Poggio, University of Trento, ITALY

Wednesday 29th June

Session 1: 11.30-13.00 Chair-Annalisa Murgia

'Precarious work in Australian universities' (306)

Kaye Broadbent & Glenda Strachan, Employment Relations & HR, Griffith University, AUSTRALIA

'Female academics and precariousness: conditions and consequences' (307) (registration query)

Ana Lopes & Jenny Chen,

Employment Studies Research, University of the West of England, Bristol, ENGLAND

'Neo-liberal market governance and excellence in academia and its gender effects on precarious knowledge workers' (308)

Finnborg Steinthorsdottir, Thomas Brorsen Smidt, Thorgerdur Einarsdottir & Gyda Petursdottir, Faculty of Political Science, University of Iceland, ICELAND

'Fixing the women or fixing universities' (308a)

Paula Burkinshaw, Leeds University Business School, ENGLAND,

& Kate White, Faculty of Education and Arts, Federation University Australia, AUSTRALIA

Session 2: 14.00-15.30 Chair-Marieke van den Brink

'Embodied gendered effects in scientific institutions: supporting precariousness or abandoning?'

Ester Conesa Carpintero & Ana M. González Ramos (309)

Internet Interdisciplinary Institute, Universitat Oberta de Catalunya, Barcelona, SPAIN

'In the hot seat: Young leaders' careers in the context of the German Excellence Initiative' (310)

Sandra Beaufaÿs, Leibniz Inst. for the Social Sciences, Cologne, GERMANY

'Inside the black box of excellence. An analysis of the early stages of academic career selection processes in Italy' (311)

Elisa Bellè & Rossella Bozzon, Sociology & Social Research, University of Trento, ITALY

Session 3: 16.00-17.30 Chair-Barbara Poggio

'Precarious STEM careers and social inequality in the oil and gas industry' (312)

Christine Williams & Chandra Muller, Sociology, University of Texas, USA

'Precarious work in transnational academic careers' (313)

Paula Mählck, Education, Stockholm University, SWEDEN (withdrawal query)

'Precarious work in knowledge societies: Exploring gendered power relations: Negotiating Work and Family Life – Academic Elite Migrants in the Flux of Precariousness and Lived Selectivity' (314)

Jenny Jansdotter, Geography, Media and Communication, Karlstad University, SWEDEN

'Negotiating Precarisation: Feminist Art Practice as Militant Research' (318)

Sarah Charalambides, Visual Cultures, Goldsmiths University of London, ENGLAND

Session 4: 17.30-19.00 Chair-Annalisa Murgia

'Gendering and classing the ideal knowledge producer' (315)

Rebecca Lund, Educational Anthropology, Aarhus University, Copenhagen, DENMARK

'Gendered and classed precariousness among young adults' (316)

Minna Nikunen, Social Sciences and Humanities, University of Tampere, FINLAND

'Transitioning in the knowledge economy: Precarity & gender in regional youth labour markets' (317)

Larissa Bamberry, Fiona Macdonald, Matthew Walker, Iain Campbell, Kay Cook

Centre for Sustainable Organisations and Work, RMIT University, Melbourne, AUSTRALIA

'Why the lack of women in innovative entrepreneurial activities? Perceptions and constraints' (319)

Ana Paula Marques, Sociology, University of Minho, PORTUGAL (*withdrawal query*)

& Ana Isabel Couto, ESEIG-IPP, Centre for Research & Studies in Sociology, Porto, PORTUGAL

END

European periphery: Gender, austerity & the future of work

Venue - The Ralph Room

Stream convenors:

Lina Gálvez, Historia Económica, Pablo de Olavide University, Seville, SPAIN
Paula Rodríguez-Modroño, Economics, Pablo de Olavide University, Seville, SPAIN
Tindara Addabbo, Political Economics, Uni. of Modena and Reggio Emilia, Modena, ITALY
Antigone Lyberaki, Economics, Panteion University, Athens, GREECE
Áine Ni Léime, Sociology & Social Gerontology, NUI Galway, EIRE
Nata Duvvury, Political Science & Sociology, NUI Galway, EIRE
Isabel Tavora, EWERC, Manchester Business School, University of Manchester, ENGLAND

Thursday 30th June

Session 6: 11.00-12.30 Chair- Lina Gálvez

'Unemployment, underemployment and time autonomy by gender in a context of austerity' (320)

Lina Gálvez Muñoz & Paula Rodríguez-Modroño, Pablo de Olavide University, SPAIN;
Margarita Vega Rapún, Pablo de Olavide University, SPAIN/ University of Oxford, ENGLAND
& Oriel Sullivan, University of Oxford, ENGLAND.

'Gendered impacts of the crisis and austerity policies on employment and working conditions in Spain' (321)

Paula Rodríguez-Modroño & Lina Gálvez Muñoz, Pablo de Olavide University, SPAIN

'Gender and extended working life policies in Greece, Ireland, Italy and Portugal in the context of austerity' (322)

Aine Ni Leime, Case Western Reserve University, Cleveland, USA; Tindara Addabbo, Università di Modena e Reggio Emilia, ITALY; Paula Albuquerque, Instituto Superior de Economia e Gestao, PORTUGAL; Nata Duvvury, Political Science & Sociology, NUI Galway, EIRE; Pedro Perista, CESIS, Centro de Estudos para a Intervenção Social, PORTUGAL & Antigone Liberaki, Economics, Panteion University, Athens, GREECE

Session 7: 13.30-15.00 Chair- Paula Rodríguez-Modroño

'Youth employment status and conditions in a gender perspective: The case of Italy and Spain' (323)

Tindara Addabbo, Università di Modena e Reggio Emilia, ITALY; Paula Rodríguez-Modroño & Lina Galvez Muñoz, Pablo de Olavide University, SPAIN

'Analysis of the impact of changes on Spanish Personal Income Tax during the economic crisis on women's wages and the changes of Value Added Tax on single mothers' (324)

Paloma de Villota, Universidad Complutense de Madrid, SPAIN

Closing discussion: Future of work in the 'European Periphery'

END

Developing feminist ecologies Venue – The Ballroom

Stream Convenors:

Agnes Bolsø, Norwegian University of Science & Technology, NORWAY

Christine Katz, University of Luneburg, GERMANY

Mary Phillips, University of Bristol, ENGLAND

Uta Von Winterfeld, Wuppertal Institute, GERMANY

Wednesday 29th June

Session 2: 14.00-15.30 Chair- Mary Phillips

'Ecological panic, re-biologization, and ecofascist strands within green philosophy and scenarios for the future' (325)

Agnes Bolsø, Norwegian University of Science & Technology, NORWAY

& Wencke Mühleisen, University of Oslo, NORWAY

'Gender Perspectives on socio-ecological transformations' (326)

Uta Von Winterfeld & Sarah Breitenbach,

Wuppertal Institute for Climate, Environment & Energy, GERMANY

'(Un)sustainable production and women's health: towards a feminist ecologies of north-south interconnectedness' (327)

Rachel Simon-Kumar, University of Auckland, NEW ZEALAND;

Sara MacBride-Stewart & Susan Baker, Cardiff University, WALES

& Lopamudra Patnaik-Saxena, University of Coventry, ENGLAND

Session 3: 16.00-17.30 Chair- Agnes Bolsø

'Mothers, grandmothers and other queers in ecofeminist activism' (328)

Niamh Moore, Social and Political Science, University of Edinburgh, SCOTLAND

'Queering Corporate Environmentalism' (329)

Mary Phillips, Economics, Finance & Management, Bristol University ENGLAND,

& Nick Rumens, Business School, University of Portsmouth, ENGLAND

'"There is no such thing as the woman, where the definite article stands for the universal": gendered ecology discourses read with the cultural tropes of Lacan' (330)

Seb Averill, University of Loughborough, ENGLAND

Session 4: 17.30-19.00 Chair- Uta Von Winterfeld

'The ethico-political practice of care in the context of one autonomous food space' (331)

Alice Willatt, Economics, Finance and Management, University of Bristol, ENGLAND

'Planning an ecofeminist action research: developing alternative vocabularies for organisations' affective engagements with the natural environment' (332)

Eeva Houtbeckers, Management & International Business, Aalto University, FINLAND

'Engendering the Swidden' (333)

Janina Dannenberg, Institute of Sustainability Governance, Leuphana University, GERMANY

'Patterns of the ecofeminist quilt: A reading of The Year of the Flood' (334) (Visa query)

Yasmeen Farooq, Govt. College for Women, Nawakadal, University of Kashmir, INDIA

END

Open Stream: Key Themes & New Directions

Venue – The Harriet Room, Keele Hall

Stream Convenors

Deborah Kerfoot, Keele University Management School, ENGLAND

Ida Sabelis, Vrije University, NETHERLANDS

Wednesday 29th June

Session 1: 11.30-13.00 – Gendered jobs? Chair- Dee Gibbon

'Are bushfire agencies in Australia 'extremely gendered' organisations and does it matter? The case of the Country Fire Authority' (335)

Meagan Tyler, Sustainable Organisations and Work, RMIT University, Melbourne, AUSTRALIA

'Impact of sex (women, men) on salespersons behaviour' (336)

Philippe Coffre, Devinci Business Lab, Universitaire Leonard de Vinci, Paris La Défense, FRANCE

'Innovation and gender scholarship' (337)

Margrete Haugum, Trøndelag Research and Development, NORWAY

'Developing Weber's notion of charisma: The relevance of charisma to work-identity for firefighters and managers in the UK Fire and Rescue Service' (338) (PhD viva clash withdrawal?)

Sarah O'Connor, Sociology & Social Research, University of Kent, Cambridge, ENGLAND

Session 2: 14.00-15.30 - Change at work Chair-Dee Gibbon

'Resistance as a tool in gender inequality' (339)

Monic Lansu, Inge Bleijenbergh & Yvonne Benschop,

Institute of Management Research, Radboud University, Nijmegen, NETHERLANDS

'Interdisciplinarity as an instrument of gender balance/equal opportunities' (340)

Marianne Fostervold, Vivian Lagesen & Knut Sørensen,

Interdisciplinary Studies of Culture, Norwegian Uni. of Science & Tech. (NTNU), NORWAY

'Gender, Human Potentiality and Organizational Behavior of Information Technology Users in Poland: An Exploratory study' (341)

Jolanta Kowal & Alicja Keplinger, Institute of Psychology, University of Wrocław, POLAND

Session 3: 16.00-17.30 - Women on boards- Chair Deborah Kerfoot

'Women on corporate management boards in Poland & young people's perception of symptoms of gender inequality in management posts' (342)

Teresa Kupczyk & Joanna Kubicka, University of Business in Wrocław, POLAND

'Shifting pathways and narratives: tracking women's access to board roles' (343)

Alison Sheridan, University of New England, AUSTRALIA;

Anne Ross Smith, Faculty of Business and Economics, Macquarie University, AUSTRALIA

& Linley Lord, Curtin Graduate School of Business, Curtin University, Perth, AUSTRALIA

'How Leaders See Gender Quotas: A comparative analysis of attitudes toward legislated board quotas in the EU' (344)

Anne Laure Humbert & Elisabeth Kelan, Cranfield University, ENGLAND,

& Marieke van den Brink, Radboud University, NETHERLANDS

Session 4: 17.30-19.00 - STEM culture Chair- Ana M. González Ramos

'STEM organizations' socializing work' (345)

Yun Kyung Cho, Sociology, University of Wisconsin-Madison, Wisconsin, USA

'The Underrepresentation of Women in the UK ICT Sector: A Life History Approach' (346)

Robyn Jelley, Manchester Business School, University of Manchester, ENGLAND

'Multiplicity of "I's" in Intersectionality: Women's Exclusion from STEM Management in the Canadian Space Industry' (347)

Stefanie Ruel, Athabasca University, Cote Saint-Luc, Quebec, CANADA

Thursday 30th June

Session 5: 09.00-10.30 - Parenting & work Chair- Laura Mitchell

'Locating fertility in the workplace: assisted reproductive medicine, motherhood & full-time employment' (348)

Patrizia Kokot, Social & Org. Studies, Henley Business School, University of Reading, ENGLAND

'Earning the Bread: the lived realities for Breadwinning mothers' (349)

Eimer Sparham, School of Management, University of Leicester, ENGLAND

Session 6: 11.00-12.30 - 'Career' as a problematic concept Chair- Ida Sabelis

'Carework as gendered academic labor: Career advancement and the work of institutional reproduction' (350)

Dana Britton, Center for Women and Work, Rutgers University, New Jersey, USA

'Gender, Bodies and Excellence in the managed University' (351)

Bente Rasmussen, Sociology & Political Science, Norwegian Uni. of Science & Tech, NORWAY

'Gender, work-linked relationships, and career progression' (352)

Sue Moon, College of Management, Long Island University, New York, USA

Session 7: 13.30-15.00 - Small business and entrepreneurship Chair- Deborah Kerfoot

'Women in Traditional Associations for Microcredit in Africa: Analyzing a model of Relationships between Market Orientation, Affiliation & Satisfaction' (353)

Ayande Alpha & Sabourin Vincent, Management, University of Quebec Montreal, CANADA

'Female entrepreneurs, 'push & pull' entrepreneurship' (354)

Chandni Chandnani, University of South Wales, WALES

'Gender perspectives in collective marketing farmer organizations in Uganda and Malawi: implications for agricultural research for development delivery mechanisms' (355)

Edidiah Ampaire & E.M. Katungi, International Center for Tropical Agriculture, Kampala, UGANDA

Session 8: 15.30-17.00 - Workplace 'choices'? Chair- Jolanta Kowal

'Preferences or a lack of alternatives? How the reasons for part-time work of men and women have changed over the recent economic crisis in different welfare states' (356)

Barbara Haas, Adila Sahbegovic, Nadia Steiber & Michaela Weiß,

Dept. Socioeconomics, WU Vienna University of Economics and Business, Wien, AUSTRIA

'Women in Leadership: The Role of Individual Agency in Leadership Career Decisions of Female Executives in South Australian Public Service' (357)

Syeda Nuzhat E Ibrat, Business School, University of Adelaide, South Australia, AUSTRALIA

'Analysis of equality and promotion in Academia in Spain' (358)

Olga Pons, Marta Tura & Patricia Pardo, Technical University of Catalonia, Barcelona, SPAIN;

Ana M. González Ramos & Ester Conesa, Internet Interdisciplinary Institute, Open University of Catalonia, Barcelona, SPAIN

Session 9: 17.00-19.00 [4 papers]

Gender & non-traditional occupations Chair- Ana M. González Ramos

'Occupational feminism': feminism, action research & human resource development – outcomes for women in non-traditional occupations' (359)

Deanne Margaret Gibbon, Australian Defence Force, AFPO 19, AFGHANISTAN

/University of New South Wales, Australian Defence Force College, Sydney, AUSTRALIA

'Doing Being a Primary School Teacher: Does Gender Matter?' (360)

Joanne McDowell, English Language & Communication, Uni. of Hertfordshire, Hatfield, ENGLAND

'Addressing strategies of inclusion: research on recruiting, retaining and promoting women in ICT jobs' (361)

Núria Vergés Bosch, Sociology and Organizational Analysis, Universitat de Barcelona, SPAIN & Ana María González Ramos, Internet Interdisciplinary Institute, Open University of Catalonia, SPAIN

'Innovative gender – gender and the process of innovation' (362)

Ewa Okon-Horodynska, Tomasz Sierotowicz, Rafal Wisla & Anna Zachorowska-Mazurkiewicz, Institute of Economics, Finance and Management, Jagiellonian University, Krakow, POLAND

'Renewable Inequity? Women's Employment in Clean Energy in Industrialized Nations, Emerging Economies and Developing Countries' (363) (travel query)

Bipasha Baruah, Women's Studies and Feminist Research, Western University, Ontario, CANADA

Friday 1st July

Session 10: 09.30-11.00 - The experience of work (1) Chair- Ida Sabelis

'Fear and Experience of Harassment in Male-Dominated, Unionised Blue-collar Work' (364)

David Peetz, Work, Organisation & Wellbeing, Business School, Griffith University, AUSTRALIA & Georgina Murray, Humanities, Languages and Social Sciences, Griffith University, AUSTRALIA

'Workplace Bullying as Organizational Abuse of Power' (365)

Galia Schneebaum, Radzyner School of Law, Interdisciplinary Center Herzliya, ISRAEL

'Dignity and vulnerability: A critique of Kantian conceptions of worker dignity' (366)

Laura Mitchell, Management School, Keele University, ENGLAND

Session 11: 11.00-12.30 – The experience of work (2) Chair- Laura Mitchell

'The Interaction of Gender and Space in Responses to Ethical Dilemmas' (367)

Nina Seppala, Lincoln Business School, University of Lincoln, ENGLAND

'Re-thinking Work-Life Balance through the lens of Critical Realism: the 'Work-Care Project'' (368)

Emma Roberts, Business & Management, Leeds Trinity University, ENGLAND

'Care and Volunteering: A Lifecourse Perspective' (369)

Irene Hardill & Daniel Wheatley, Business School, Nottingham Trent University, ENGLAND

END

Conference Workshops (no abstracts):

Achieving Gender Equity in the Academy? Activism 'across the pond'

Venue –The Great Hall Friday 1st July, Session 10: 09.30-11.00

Workshop Conveners

Zelda Abramson, Acadia University, Nova Scotia, CANADA

Rachel Brickner, Acadia University, Nova Scotia, CANADA

Rebecca Schein, Carleton University, Ontario, CANADA

Myka Tucker-Abramson, Warwick University, Coventry, ENGLAND

There is a bountiful literature that identifies many of the problems surrounding gender inequity in the academy, largely focussing on inequitable hiring practices, challenges around promotion, a non-supportive work environment, pay inequity, and work-life balance. There are fewer studies, however, that explore the practices that aim to remedy these inequities and situate them theoretically. The purpose of this workshop is to bring together scholars who have investigated and evaluated strategies for addressing gendered inequities in the academy. Pursing these points and with regard to furthering our interest in both *theorizing and advancing gender equity in the academy*, we aim to stimulate dialogue across the global academic community. A brief opening presentation will be followed by a panel discussion and open debate, led by the workshop chairs. *All welcome.*

Data Intensive Research Practices: Feminist Perspectives

The Terrace - Thursday 30th June, Session 9: 17.00-19.00

Workshop convenors:

Jörg Müller, Internet Interdisciplinary Institute, Universitat Oberta de Catalunya, SPAIN

Anne Laure Humbert, Cranfield University, ENGLAND

Martha Michailidou, Panteion University, GREECE

This workshop invites open discussion of feminist reflections on the digitization and quantification of empirical research and its concomitant forms of knowledge production and governance. Our aim is to bring together critical, feminist engagements with data intensive research methods. How can we treat and reflect upon 'data' and its manipulation in the context of feminist research? Here we may include statistics but also 'newer' techniques such as text mining applications, machine learning, sensor based monitoring, the (culture) of algorithms and code, the manipulation of 'big data', benchmarking, or visualizations among many others. Our interest is to stimulate much needed discussion about the ways in which new data conceptualizations, technologies, and related social practices are transforming the research landscape and could be used for social transformative change. *All welcome.*

Using Biographical Methods

The Terrace - Friday 1st July, Session 11: 11.00-12.30

Workshop convenors:

Astrid Biele Mefebue, Diversity Research Institute, Georg-August Uni. of Göttingen, GERMANY

Andrea Bührmann, Georg-August Uni. of Göttingen, GERMANY/ Uni. of Klagenfurt, AUSTRIA

Maggie O'Neil, Criminology, Durham University, ENGLAND

Elisabeth Schilling, University of Applied Administrative Science NRW, GERMANY

Our workshop aims to advance theory and explore the practice of using biographical research in understanding equity, social inclusion and exclusion in organizations. Short presentations by the convenors will be followed by panel and open discussion. *All welcome.*

Open space: An Invitation to post-qualitative inquiry
The Breakfast Room - Wednesday 29th June, Session 4: 17.30-19.00

Workshop convenors:

Mirka Koro-Ljungberg, Mary Lou Fulton Teachers College, Arizona State University, USA
Angelo Benozzo, Dept. Humanities and Social Sciences, Università della Valle d'Aosta, ITALY
Neil Carey, Health, Psychology & Social Care, Manchester Metropolitan University, ENGLAND

Thinking through post-qualitative work, we explore use the conference space as a (metaphor for the) set of work spaces that map the modern neo-liberal organization, our post-qualitative inquiries aim to provoke activities, experiments and play.

Open space: Doing post-qualitative work
The Old Library - Friday 1st July, Sessions 12 & 13: 13.30-16.30

Workshop convenors:

Mirka Koro-Ljungberg, Mary Lou Fulton Teachers College, Arizona State University, USA
Angelo Benozzo, Dept. Humanities and Social Sciences, Università della Valle d'Aosta, ITALY
Neil Carey, Health, Psychology & Social Care, Manchester Metropolitan University, ENGLAND

In this session, our purpose lies in provoking the production of knowledge and scholarship differently: to produce/generate an inquiry together as a group.

Meet Vida: the Critical Management Studies Women's Association
The Great Hall - Thursday 30th June, Session 9: 17.00-19.00

Convenors:

Cinzia Priola, The Open University, ENGLAND
Carolyn Hunter, York University, ENGLAND
Ulrike Marx, Leicester University, ENGLAND

The international network, VIDA (<http://www.vidascholars.org/>) has been set up to establish a formal network which is consciously aimed at offering encouragement, advice and above all friendship to women academics at a whole variety of career stages whose work connects to Critical Management Studies, wherever they are located geographically and intellectually. We want to work collectively in order to 'inhabit' academia 'differently'. We want to challenge the 'automatisms' of academic work that tend to reproduce existing processes and ways of being. One aspect of this challenge is to create collective spaces for reflection, connection, mutual support and knowledge formation and exchange. For us such practical interventions provide safe havens from which new collaborations, partnerships and friendships can emerge amongst women scholars. Join us to learn more about Vida.

Vida Workshop: An experiment in critical friendship
The Terrace - Friday 1st July, Session 10: 09.30-11.00

Workshop organizers: VIDA, the Critical Management Studies Women's Association

This session provides space to receive feedback from women colleagues who have read papers already submitted by women scholars in response to a call for papers in the GWO2016 Outline Programme. Seeking constructive, friendly and supportive criticism from others and following one-to-one discussions between author and critical friend, we will have a small group conversation focusing on more feedback and advice on moving the work forward.

Workshop contact: cinzia.priola@open.ac.uk