

**Call for Papers – Special Issue GWO2023 Africa Conference**

*Lessons and future possibilities from the GWO conference in Africa: Turning to intellectual activism to advance equality of gender identities in work and organization.*

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Societies around the globe are experiencing increased migration, inequality, and non-standard and precarious employment relationships, further deepening exclusion of marginalized gendered identities in the context of work and organization. Thoughtful resistance against neoliberalist policies is diluted in the face of corruption and the failure of the State to meaningfully intervene — highlighting a vacuum of informed sustainable action that could emerge from collaboration between business, government, activist, and researcher communities. This vacuum is often filled by populist rhetoric, drowning out intellectual contributions. Intellectual activism (Collins, 2012) invites us to become aware of our position as scholars and our role in social reproduction, at a time when the world is in rapid flux. It invites scholars from the global North and South alike to critically interrogate their taken for granted, often borrowed theories which inform responses to gender inequality (Jaga, 2020). Intellectual activism aims to bring together ethically driven theory and activism (Rhodes, 2017), and is a commitment by feminist work and organizational researchers to consciously engage in addressing unequal relations or conditions that cause injustices, privileging some and marginalizing others (Love, Booyesen, & Essed, 2017; Hernandez, Ngunjiri & Chang, 2015; Ngunjiri, et al., 2017).

Marginalized gender identities including women, non-normative heterosexual men, and the lesbian, gay, bisexual, transgender, and queer (LGBTQ) community further intersect with those of race, ethnicity, class, ability, nationality, geospatial and socioeconomic origin or placement, educational background, religion, and job type. In the setting of work and organization, marginalized individuals and groups face isolation, disempowerment, discrimination and stereotyping, robbing them of their dignity and ability to fully participate in and contribute to economic activity and workplace creativity. Their lived experiences and expectations remain peripheral in developing sustained work and organisational responses to their improved quality of lives and creating opportunities for justice in organizations (Rhodes, 2017). Gender scholarship in the context of work and organization tends to be robustly built on experiences of lives in the global North and on middle class, white collar employees. To address this limitation, the starting point of our call for papers is that those whose voices are typically silenced are brought to the fore and become the centre from which we advance our understanding of marginalized gendered identities at work and within economies (Hatch & Posel, 2018; Mosomi, 2019). At the Gender, Work, and

Organization conference held for the first time in an African location, we uncovered a pluriverse of perspectives on marginalized gender identities and reflected on our roles as scholars, practitioners, and activists in harnessing the power of our ideas for social justice. We thus invite articles from accepted submissions to this conference that address the geopolitics of knowledge production and promote global workplace equality for all (Boroş, Bosch, & Shymko, 2020). We welcome multi-locational and multi-actor perspectives, from the global South colonized world (Connell, 2012, 2019; Carrim, & Nkomo, 2016) in addition to those from the global North to articulate the value of gender scholarship praxes that actively improve the lives of employees, creating opportunities for justice in organizations (Rhodes, 2017). We invite submissions that challenge the “othering” of marginalised gender identities, and its harmful effects upon individual, collective, and societal progress along socio-political and economic dimensions (Muzanenhano & Chowdhury, 2023). We are particularly interested in contributions that challenge universalisms in Western hegemony, and expand possibilities from local realities and ideas about appropriate responses in advancing gender equality. There is also capacity to explore beyond these ideas, offering additional perspectives and critiques on harnessing intellectual activism to transform marginalised gender identities in work and organization. Papers may draw on a range of theoretical, epistemic, disciplinary, and methodological approaches that build on lessons learnt, and that create possibilities from lives of those on the margins. For example, theories and epistemes may include, but not be limited to black feminism (e.g., Collins, 2000), decolonial feminist theory (e.g., Manning, 2021), southern theory (e.g., Connell, 2007), feminist organizing (e.g., Banerjee et al, 2022), and indigenous activism (e.g., Jaramillo, 2010). We invite empirical, conceptual, critical, and methodological scholarly contributions.

Possible research questions for the SI include, but are not limited to the following:

- What are societal and workplace changes that impact marginalized gender identities?
- What is the role and place of intellectual activism in advancing marginalized gender identities in the workplace?
- How does workplace marginalization of gender identities relate to geospatial or socioeconomic origins and placements?
- What are the work identities of non-normative heterosexual men?
- How does gender identity work relate to job types and industries of minorities?
- What are the distinct challenges of stigmatised or marginalised employees such as both visible and invisible aspects of their gender identities in the workplace?
- How do we create work and organization responses relevant to the global South?
- How do we think through workplace gender equality through feminist economics?
- What are new forms of organising and engagement for marginalized employee and employer organisations?
- What does gender empowerment through intellectual activism look like?
- How do we make visible the invisible, and give voice to the voiceless to advance gender equality?

- How do we recognize the full complexity of marginalized gender identities in work and workplace organizing?

### Submission Instructions

Submissions should be made electronically through the Submission System: <https://submission.wiley.com/journal/gwao> . Please refer to the Author Guidelines at <https://onlinelibrary.wiley.com/page/journal/14680432/homepage/forauthors.html> before submission. Please select the 'Original Article' as the article type on submission. On the Additional Information page during submission, select 'Yes, this is for a Special Issue' and the relevant Special Issue title from the dropdown list. For questions about the submission system please contact the Editorial Office at [gwooffice@wiley.com](mailto:gwooffice@wiley.com). For enquiries about the scope of the Special Issue, please contact Ameeta Jaga ([ameeta.jaga@uct.ac.za](mailto:ameeta.jaga@uct.ac.za) ) directly.

**Deadline for Submission: 30 October 2023**

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\*Portions of this text are taken from the Call for Conference Streams of the GWO2023 conference.