

Special Issue Call for Papers**Gender, Work and Organization: A (de)colonial view beyond the borders**

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The GWO 2022 conference which took place in Bogota (Colombia) was a huge success thanks to participants and organizers. We now invite manuscripts for this special issue on the main theme of the conference: "A (de)colonial view beyond the borders". This special issue aims to broaden the discussion on the relationships between intersectional perspectives, including gender, race, social class, identities, among other social markers, and to understand the work and organization both inside and outside institutions, especially in the post-pandemic context. It focuses on debates on how to evaluate the quests and fights for the achievement and preservation of political, social and economic rights of different actors, as well as, to face the challenges that organizations have to move beyond measuring and evaluating professional acts and actions, and to understand the social and political contexts of people's lives and the inequalities they face.

One of the provocations that the conference wanted to highlight is that nothing is confined to the local context, that temporal and borderline divisions could be perceived as social creations and they act as didactic and cognitive guiding tools, even in the business world. It is necessary to identify and analyze the multiple conditions that produce inequality, hierarchization, and segregation of subaltern groups. This must be done with respectful eyes, honoring the experiences of each Being and His/Her/Their communities.

According to Silva (2019) "[...] problems relating to people and facts historically silenced are examples of situations that need to be brought to the forefront, discussed and, after that, established means to change the context in which they present themselves, with the fostering of equity" (p. 122). The gaps are numerous. Heteronormativity, eurocentrism, and coloniality are steady and well-structured, guaranteeing privileges. Hence the relevance of stressing what

Silva (2019) says: "No area of knowledge can shy away from discussing problems related to Being". Our objects of study should not be restricted but should embrace all the complexity present in societies. In this sense, feminist complements: "[...] a single paradigm does not meet the conditions to provide the reading and understanding of the countless circumstances related to social being. Moreover, people are different. Therefore, they need different ways or forms that are *well-tailored to be perceived and recognized* in the world".

It is in this spirit that we invite everyone to engage in such reflections to move beyond borders. We aim to build bridges between South and North, although the literature often portrays the relationships between them as antagonistic. Practicing the subversive complicity as proposed by Grosfoguel (1996, 2002), we establish a conversation between researchers in these locations, encompassing our unique and contextualized experiences (Gago & Kirzner; 2013; Gago & Macias, 2014; Patiño, Valero & Chamorro, 2023).

This special issue is open to inclusive styles and formats of written presentation, including diaries, poetry, autoethnographic feminist writing, narratives, essays, and reflections. Authors can submit their manuscripts in English, Portuguese or Spanish. After the reviews, manuscripts should be translated to English before final approval. High quality translation to English must be managed by authors and send it to the journal for final review.

We expect to receive proposals and contributions from different countries and regions, emphasizing the founding role of context and highlighting different social realities and their unique contributions, as proposed by Gendron (2019). In doing so, we also hope to overcome language, contextual and epistemological barriers that often marginalize and silence diverse voices (González, Jacinto & Peñaloza, 2020; Chamorro & de López, 2021).

From the above, contributions *should* address (but is not limited to) questions that fall into three *comprehensive* areas:

Organizations

1. What are *the* critical perspectives on gender, work and organization in the South compared to the North?
2. What is the influence of gender in participation, promotion, and remuneration inside the organizations? How can it change? How can the areas of accounting and management promote inclusive and respectful change?
3. How might we break glass ceilings and other metaphors about gender in organizations? What is the effect of diversity on the workplace at organizations, governments, and public institutions?
4. What are the consequences of the gender gap and gender discrimination on the sustainability of the organizations and in social representations?

5. What are the challenges and opportunities of women or other social groups inside organizations or in male-dominated areas?
6. What are the repercussions of social resilience in the workplace?
7. What are the lived experiences of those embracing new gender identities in organizations?
8. What are the situations of new gender and queer identities in their hiring and permanence in the organizations?
9. What are the local specificities of research about gender in organizations in non-Western contexts?
10. How is the pandemic affecting the gender gap in organizations and government and public administration?

Research

1. How does gender influence the development of work and organization research? What are the theoretical lenses to be adopted to study gender, work and organization? How do they influence accounting and management practices, social representations, and management?
2. How *does the act of resistance* guarantee the maintenance of the status quo and prevent the implementation of different possible lenses for practice and research, as well as in social representations?
3. How can we raise awareness for the *acceptance* of different philosophical and activist approaches that contemplate gender? What masculinities and their expressions impact the institutional, social, and political environment in Latin America?
4. How can gender, work and organization be queered from the South?
5. What has been the influence and impact of feminist studies from the South on research? More of the same or fighting against the Empire?
6. How have gender issues been recognized in the Latin American context?
7. What stereotypes of gender emerge in the face of feminist theories?
8. How can the “gender activism” and “gender academic studies” gap be addressed?

Teaching

1. How could we re-signify the work and organization, including management and accounting curriculum, *through* the adoption of decolonial, feminist, and queer approaches?
2. How can we develop a feminist pedagogy in the business school environment?
3. How can we raise the understanding and comprehension of the importance of discussing gender equality, as well as gender issues, in the business curriculum?
4. How do we motivate interest to learn about gender equality and how to include gender issues in the curriculum?
5. How to include gender and feminist lenses in the accounting and management curricula?

Proposals may address other relevant contemporary situations. Therefore, we will be receptive to papers that present contributions within the general theme of the special issue.

We highlight that our community is continuously constructed through spaces that build bridges to connect realities, problems, discourses, people, institutions, companies and countries; it is not only about telling what is happening, but also about thinking how to transform that reality by working together and creating solutions.

In this sense, we expect manuscripts that foster the discussion on how to recognize, promote and encourage different possibilities, paths and actions that may lead to effective changes regarding social and economic policies that contribute to overcome barriers in organizations and in the business world.

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 submitting.

Kindly 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 by sending an email to gwooffice@wiley.com.

To discuss a submission please contact Candy Chamorro: candy.chamorrogo@amigo.edu.co

Schedule

Submission Deadline: December 22, 2023

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