



## **Gender Equality and Diversity in Management**

Track Chair

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**Keywords - Gender, equality, management, international**

The aim of the track is to advance contemporary thinking in the discipline of equality and diversity management by bringing together international scholars with an interest in disadvantaged groups in employment in a European setting.

Current debates in the area of gender, diversity and management research include: the value of stressing the heterogeneity of group differences including debates around intersectionality, the extent to which globalisation has facilitated the spread of western ideas around feminism, equality and diversity; the convergence of legislative and policy approaches to inequality internationally; the extent to which cultural variations nonetheless remain, and the impact of labour market changes on employment equality. Within this track, we seek to analyze varying socio-demographic, socio-cultural and geopolitical contexts for their implications for work and organisation processes that result in discriminatory practices such as occupational segregation, wage differentials, gendered organizational cultures and the pre-eminence of hegemonic masculinity within organizations. We seek to critically examine the gendered and oppressive nature of management structures within countries that are undergoing political and economic convergence toward liberalization. We hope to explore salient diversity / equality agendas within this context, unveiling the fluid ways in which diversity meanings are conceptualized and practiced in different European regions.

**We are particularly interested in papers that examine:**

<ul style="list-style-type: none"> <li>• European and global aspects of gender and diversity, including cross cultural aspects of managing difference and diversity</li> <li>• Heterogeneity, group differences and intersectionality</li> <li>• Researching gender and management in European and international organizations</li> <li>• Feminist and organization theory</li> </ul>	<ul style="list-style-type: none"> <li>• The presence, absence and development of public and employment policies on gender/race, equality and diversity in the enlarged European community</li> <li>• Gender and diversity issues in transitional economies</li> <li>• Gender and diversity mainstreaming</li> <li>• Masculinities and femininities in organisations</li> </ul>
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