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Back to the Future

Tor Vergata University, Rome, ITALY

SIG: GENDER EQUALITY AND DIVERSITY IN MANAGEMENT

TRACK 1: Gender Equality and Diversity in Management

Track Chairs:

Dr Carol Woodhams (organisational co-ordinator)

Senior Lecturer in Human Resource Management

University of Exeter

C.Woodhams@exeter.ac.uk

Dr Sandra Fielden

Director, Centre for Diversity and Work Psychology

Manchester Business School

Sandra.fielden@mbs.ac.uk

44 (0) 161 306 3446

Beverly Dawn Metcalfe PhD

Senior Lecturer in Human Resource Management and Development

Manchester University

metcalfebd@yahoo.com.uk

Abstract:

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 and international setting. We are interested in papers on equality and diversity management from all areas of the world, but especially in papers highlighting the European case. We encourage contributions from scholars from a broad range of disciplines: economics, management, human resource management, psychology, women's/ men's/ gender studies, sociology, and development. We welcome studies of single countries and comparative research.

Access to employment and the rewards from employment are unequally distributed within countries of the world. Many of these inequalities are not related to people's capabilities but to

their gender, race, social-class, age, disability and other factors. This is not only manifestly unjust, but inefficient, resulting in an under-utilisation of human resources by nations and organisations. 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, particularly in the context of EU enlargement and the emerging economies. 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 or, more subtle exclusionary practices such as gendered organizational cultures and the pre-eminence of hegemonic masculinity within organizations. In other words, we seek to critically examine the gendered and potentially oppressive nature of management systems and structures within countries that are undergoing political and economic convergence toward democratization and liberalization. In doing so we hope to explore salient diversity and equality agendas within this context, unveiling the fluid and complex ways in which diversity and equality meanings are conceptualized and practiced in different European regions.

More specifically, we are particularly interested in papers that examine:

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