Gender, Work and Organization

Call for Papers

Special Issue: Gender Equality and the Modernization of Public Sector Employment

Guest Editors:
Hazel Conley, Queen Mary, University of London
Deborah Kerfoot, Keele University
Carole Thornley, Keele University

Although the concept of public service modernization has been given a great deal of coverage in recent times, it is not a new concept. While it appears that the modernization of public services in the UK may have led the field, it is clear that similar and related effects are being experienced globally. The gendered and ethnicized nature of public sector workforces worldwide mean that the equality impact is quickly felt when restructuring takes place. In the UK early influential research on equality was contextualized in the public sector. Outside the UK, research continues to indicate that the transition of central and Eastern European countries into market economies has led to cuts in public services and privatizations that have adversely impacted on gender equality. Research has also highlighted the plight of women health and care workers in developing countries who, faced with chronic under-investment in welfare services, are forced to migrate to richer developed countries where they often encounter further gender and race discrimination. Evidence suggests that both indigenous and migrant public-sector workforces have experienced modernization as the degradation and casualization of their terms and conditions of employment with a particular impact on women and ethnic minority groups. At the same time, beginning in the developing countries and moving to Europe, Canada, New Zealand and Australia, equality practitioners and policy researchers have been debating the pros and cons of a gender-mainstreaming approach to public policy. Alongside leading legal cases of discrimination in the workplace, such approaches continue to be pioneered by public-sector workers and their trade unions as restructuring and modernization create new legal precedents. Modernization and its gendered impact continue to mean that equality in public sectors worldwide is worthy of academic scrutiny. Following a popular and successful conference stream at Gender, Work and Organization 2007 we call for papers that continue and develop the influential debates on equality in the public sector in this special issue of the journal. Papers are sought to address the following themes:

- Gender equality, modernization and the state as employer
- Gender equality, work and the provision of welfare services
- Modernizing terms and conditions of public-sector workers
- Modernization and emotional labour in the public services
- Managing equality and diversity in the public services
- Trade unions and equality in the public services
- Gender, international recruitment and migration of public service workers
- The role of public service employment in equality legislation and case law
- International comparisons of gender equality in public service employment
- Gender mainstreaming as a form of public sector modernization

Manuscripts should be submitted online at http://mc.manuscriptcentral.com/gwo by 30 November 2008. NB: give the full title of the special issue to which you are submitting your paper.

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Call for Papers

Special Issue: Engendering Leadership

Guest Editors:
Jennifer Binns, University of Western Australia
Deborah Kerfoot, Keele University, UK

It has been estimated that leadership has been the subject of an estimated 35,000 books and articles (Durbin and Dalglish, 2003) and yet comparatively few writers have sought to engage with the concept of leadership as a gendered practice. Dominant forms of leadership remain suffused with gender such that leadership cannot be understood outside the ways in which masculinities and femininities are theorized, represented and lived out in specific contexts. By way of critical commentary, Sinclair (1998) argues that the prevailing heroic archetype of a successful leader is defined in relation to normative masculinity and in opposition to the feminine as Other. Set against the background of dominant conceptions of ‘leader as hero’ in mainstream and managerialist literature, this special issue on Engendering Leadership aims to promote discussion of alternative perspectives and stimulates new thinking on gender and leadership. Following Gender, Work and Organization’s Engendering Leadership event at University of Western Australia, Perth in July 2008, we call for papers that continue and develop the increasingly influential debates on engendering leadership in this special issue of the journal. Contributions may be drawn from a wide theoretical spectrum, including (but not limited to) sociology, industrial relations, management and organization studies and feminism and philosophy.

We welcome theoretical papers, or papers reporting or developing theoretically informed empirical research, which seek to address any aspect of engendering leadership. Contributions may include, but are not limited to, the following themes:

- Leadership in the gendered organization
- Masculinities and leadership
- Leadership in the public sector (such as universities, justice systems and services)
- Developing alternative leadership
- Cultural perspectives on leading
- Leadership and ethics
- Leadership and entrepreneurship
- Translating leadership theory into organizational practice

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