

**Gender, Work and Organization**  
**5th international interdisciplinary conference, 27<sup>th</sup> – 29<sup>th</sup> June 2007**  
**Call for Abstracts**

**Generating An Ethic of Care in Organisations and Beyond**

**Stream Convenors:**

**Pat Armstrong**, Department of Sociology, York University, Toronto, Canada

**Harriet Churchill**, Dept. of Politics, University of Manchester, UK

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*Non-UK Co-chair: To be confirmed*

Concerned with researching and generating welfare orientated organisations and businesses, this stream bridges disciplinary, empirical, theoretical and methodological concerns around the human, social and ecological consequences of organisational agendas; the significance of care as constitutive of organisational outcomes; and the interface between gender and organisational, personal, community and ecological activities and relations. Many of these issues have been central to debates around formulating a political and organisational ‘ethic of care’. Such a notion is contested and has informed organisational settings in a variety of ways with a variety of consequences. The stream debates these issues around a broad notion and assertion that organisational and economic growth be balanced against personal, family, community and ecological ‘care’ agendas.

Contributions, are invited which examine the conceptual utility and limitations of an ethic of care framework in generating organisational change that recognises issues of gender, care, welfare and well-being. Papers could also; consider the possibilities, consequences and limitations of framing gender inequality issues around an ethic of care within organisations approach; envisage such organisational futures or provide theoretically orientated empirical work and/or case studies of developing an ethic of care approach. We aim to debate ethic of care frameworks as theoretical and philosophical constructions; as a way of contemplating gender inequalities and social justice towards values, conditions and practices that sustain care for oneself, others and the world; and as a framework for steering organisational and public policy interventions in a variety of ways with a variety of consequences (i.e. within equal opportunity policies, within work-life balance developments, within welfare practitioners shifts towards responsive/empowering relationships with user groups, within health/educational workplace settings). Prospective contributors may choose to consider alternative frameworks for an agenda of sustaining and enhancing well-being within the workplace and beyond, incorporating considerations of an ethic of care, gender inequalities, work and organisations. The following list is indicative, although not exhaustive, of likely topics in the stream:

- feminist/philosophical ethic of care frameworks;
- a political ethic of care in theory and practice;
- care and gender inequality in organisations and beyond;
- care and gender relations in organisations and beyond;
- care of the ‘self’ and organisational settings;
- developing a community ethos in organisations;

- developing an ethic of care in public service organisations or business;
- equal opportunities and an ethic of care;
- work-life balance and an ethic of care;
- care and human capabilities;
- care and economic inequalities;
- drivers of organisational agendas and change, and an ethic of care;
- care and empowerment, care and social justice;
- care and workplace identities;

Abstracts should be one page, single space and of approximately 500 words (excluding any references) giving title of paper, keywords, contact details including your name, institutional affiliation, mailing address, telephone number and e-mail address. Submission date for abstracts is 1<sup>st</sup> November 2006. All abstracts will be peer reviewed. Please note that due to restrictions of space, multiple submissions by the same author will not be timetabled. New and young scholars with 'work in progress' papers are welcomed. Abstracts should be emailed to [Harriet.Churchill@manchester.ac.uk](mailto:Harriet.Churchill@manchester.ac.uk)

*State the title of the stream to which you are submitting your abstract.*