Call for papers: a special issue of GWO on Time and Gender

Preliminary title:
  Questioning the construction of ‘balance’
  - A Time perspective on gender and organization -

Closing date: October 15th 2005

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Context of the call

Acceleration, global speed, compression and the ongoing strive for efficiency, parallel to world-wide competition and the urge for ever faster ‘growth’, pose problems for people’s orientation in life and, reflexively, for the working of organizations. Despite this time/space intensification, technological and policy developments in and around organizations have not provided more ‘free time’, or flexibility in work – life patterns. Rather, stress has increased to the extent that many people are expelled (or fear to be) of the mainstream of daily life, i.e. working and living in the context of organized and organizational settings. This goes particularly for people who are forced to make ‘mental splits’ between the rational, virtual world of organization and the everyday survival in the context of Care in its widest and future-oriented sense. It affects, for instance, parents coping with ‘times of institutions’, young men and women in their orientation towards an individualised (entrepreneurial) life course, or elderly people now facing a future of having to work longer hours and years because of the assumed shortfall in pensions. Today, despite a growing number of analyses stressing the fact that there is a firm gender related undercurrent in all of these developments, we still do not know very much about the specific relationships between time, gender and organization.

Over the last decade, a number of work–time patterns have been analyzed from a gender perspective (Leccardi & Rampazi 1993, De Bruijn 1995, Paolucci 1996, 1998, Davies 1996, 2004, Shaw 1998, to name just a few), exploring the ‘subtexts’ in working patterns and the invisible effects of, for instance, tele–working, life course policies, managerial strategies and the position of women in and outside organizations. There are major parallels between the concepts of gender and those of time not least the sense in which they often remain implicit, barely visible or simply taken for granted and ideologically framed in studies of organization and management (Adam et. al 2002). The time seems ripe for an attempt to problematise the interrelationships between time and gender in the context of work, organization and management in order to develop an overview of their conditions and effects in ‘organization’ and everyday life.

The idea is to bring together knowledge from both gender and time studies with present mainstream ideas from organization and management. Among scholars of organization and management, it becomes increasingly accepted that one of the reasons for the paradoxical development of the striving for control and the simultaneous loss of it by increased attempt to structure organization processes, analytically can be linked to the use and perception of time/s in organizations. Simultaneously, gender studies have a tradition of making explicit the contradictory patterns of working and living under the uniform conditions of ‘organization’ (Davies 1994, De Bruijn 1995, Odih & Knights 2002). David Knights, Pam Odih, Lorraine Nencel and Ida Sabelis (the latter two only recently attached to GWO) have been discussing the possibility of exploring the theme of time and gender for some years. Now, the time seems ripe to initiate further exploration and act upon these ideas via a special issue of GWO to trigger the debate and gather valuable insights from all directions.
To obtain an idea of what we are looking for, we present some themes of which we think should be included. We hope to get empirically based, methodological and theoretical pieces. The list below is not complete … creativity is needed and highly appreciated in the context of gender, organization and time!

- Temporal logics of organizing vs. gendered temporalities
- Gendered subtexts – temporal subtexts
- The impact of organizational change and innovation on women’s / families’ lives
- Creativity, innovation and the struggle to cope with times of work, care and leisure
- Time and leadership in a frame of gendered expectations
- Time and identity — boundaries and opportunities
- The dynamics of time policies: countries, cities and households
- Strategic management: the vista of a gendered view
- Sustainability as a gendered future perspective
- In pursuit of the future: sustainable management and good governance
- Timescapes, habits of mind, and managerial action
- Self-organization and complexity: alternative time use and its implications
- Work/life balance and organization
- ‘Quality time’ and other discourses as expressions of acceleration
- Time’s impact in the information and network society

We envision producing the special issue in the course of 2006. Apart from this call for papers during the GWO conference of June 2005, we will invite people from our networks to become involved.

The production schedule is:

- first version papers to be sent by October 15th 2005
- referees’ report by mid December, 2005
- time for revision until March, 1st., 2006
- final version by June 1st, 2006.

Please include an abstract of 150 words and three to five keywords. The manuscript should be submitted in double line spacing with wide margins. It should follow the GWO style, which can be obtained from the inside back page of any edition of the journal.

Full papers (not under review elsewhere), using GWO guidelines for authors, should be sent to:
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