



Call for Abstracts

Research Handbook on Gender and Employment Relations

Project Description

A research handbook on gender and employment relations is essential for academics, students and policy-makers. However, such a text has not been published in the last decade despite ways of working, economies, societies, gender identities and relations, and theories of gender and work developing considerably. It is therefore timely to examine the perennial issues around gender and work such as the gender pay gap, work/family balance and women's representation in occupations, as well as emerging issues. We envisage that the handbook will comprise of contributions from established and emerging scholars and practitioners who will share their expertise from a broad range of disciplines including employment relations, human resource management, sociology, management and organisational studies. The handbook will be published by Edward Elgar.

Themes

Chapters for the handbook will be organised into six sections. Each section will be supported by an introductory chapter provided by a practitioner focusing on current issues and impacts on organisations. The book will comprise 25-30 chapters, arranged around the following themes:

Theories of work and gender: Theories of work and gender including gendered organisations, post-structural examinations of gender at work including embodiment, and gender and employment relations.

Socio-economic and political context for workplace gender inequality: Perennial issues of gender inequality that manifest in organisations including: the gender pay gap, living wage and gender, horizontal and vertical segregation, gendered workplace violence; gender bias; women's representation (including women in unions) and collective bargaining for gender equitable provisions.

New ways of working: The future of work and impacts on workplace gender equality (e.g. AI and gender bias); hybrid working in a COVID-normal context, and gender and the gig economy.

Work and care: Conditions of employment which facilitate work and care regimes, including shared care models, parental leave and emerging forms of leave, such as grandparent leave, and flexible working arrangements.

Gender identities, workplace diversity and inclusion: Intersectionality, how gender identities manifest at work, masculinities and gender equality, and measuring impact.

Workplace interventions: Successful workplace interventions which have progressed gender equality. This includes studies which have used action research to conduct cutting edge

experiments to make workplaces more gender equitable, as well as how to measure and monitor initiatives.

We invite academics, early career researchers, practitioners and PhD researchers from all around the globe to submit proposals with a focus on theory development or are comparative or empirical in nature. We are particularly interested in contributions that move us beyond purely western perspectives, authors and topics.

Editors

Associate Professor Sue Williamson, UNSW Canberra, Australia

Professor Jane Parker, Massey University, New Zealand

Dr Noelle Donnelly, Victoria University of Wellington, New Zealand

Dr Susan Ressia, Griffith University, Brisbane, Australia

Dr Mihajla Gavin, University of Technology Sydney, Australia.

Submission Guidelines

We invite authors to submit a 500 word abstract of your proposed chapter, together with their details, affiliation, contact information and address. Please provide the contact information of the corresponding author and ensure your proposal indicates to which theme your chapter will contribute. You will also need to provide a list of references in addition to your 500 word abstract. Priority will be given to submissions that fit strongly with the thematic areas listed above, as well as those that reflect gender and employment relations in less represented economies.

Please submit your proposal by 16 September 2022 to: gerhandbook@unsw.edu.au

Authors of proposals that are successful will then need to submit a full chapter of 5000-6000 words by April 2023. While we endeavour to progress successful proposals to publication, please note that acceptance of all chapters is subject to the normal review process.

Timeline

Abstracts due: 16 September 2022

Authors notified: 30 October 2022

First draft of full chapters due: April 2023

First round of reviews: May – August 2023

Chapter revisions: September – December 2023

Second round of reviews: January – March 2024

Chapter revisions: April – June 2024

Collation of manuscript/editing and finalisation: Late 2024

Book launch: Mid 2025

For questions about the submission process or the handbook themes please contact: A/Professor Sue Williamson at: sue.williamson@unsw.edu.au or Dr Noelle Donnelly at: noelle.donnelly@vuw.ac.nz