

CALL FOR PAPERS

Work Matters: 28th Annual International Labour Process Conference Rutgers University, March, 15-17, 2010

SPECIAL INTEREST STREAM: Representations and Realities of Women's Work

Women's working lives have been subject to significant changes in the 20th century, raising expectations for greater equality in 21st century workplaces and labour processes. Today, men and women are supposed to be equal in the workplace. In both legislation and rhetoric, equality of treatment and opportunity feature dominantly. Nevertheless, there are still clearly gender-related dimensions to how women's work is perceived, represented and undertaken. Therefore, this special stream seeks to investigate the representations and realities of women's work in the 21st century.

- Representations: Women's work is talked about and portrayed, described and discussed in various ways, both in research as well as in the media, society and general public discourse. The images of women's work constructed and championed by such discourses act as powerful reference points for individual women (e.g. when making career choices or self-evaluating their work-life situation), for organisations and businesses (e.g. when designing workplaces, employment relationships or career paths) and for society at large (e.g. when choosing which issues and activities are considered legitimate and worth public attention, effort and resources).
- Realities: Women's education, work, career trajectories and broader work-life choices remain influenced by gender-specific constraints and facilitators; including notions of traditional versus new female occupations, educational and professional socialisation, gender-specific lifestyles and career trajectories. These constraints and facilitators result in specific realities of women's work in low-pay, low status jobs as well as different, but nonetheless specific, realities and constraints for highly educated and professional women. Another key factor is job content, which, for instance in health care, hospitality, and child care, has specific ethnicity and class implications and creates the peculiar phenomenon of low status/high discretion jobs,

The stream calls for papers that address the above issues from novel/innovative theoretical and empirical perspectives, and particularly encourages work that examines the juxtaposition between the images and realities of women's work and how women negotiate this at work and at home. In doing so, papers will critically analyse how women's work is perceived, represented and undertaken. The stream convene/ors welcome papers from interdisciplinary perspectives.

Abstracts for the stream should be between 350-500 words and can be either theoretical and/or empirical. Abstract contents should enable the referees to determine what issue, development or problem is being investigated, how it is

investigated, what the findings are and what contribution is being made to understanding in the field.

It is intended that a selection of papers from this stream will be published in an edited volume.

Stream Organisers:

Juliette Summers is a Lecturer in Human Resource Management at the Institute for Socio-Management, Stirling Management School. Her research and publications focus on work, professional education, gender, and identity. She has previously convened a stream at the International Labour Process Conference 2008.

Doris Ruth Eikhof is a Lecturer in Organisation Studies at the Institute for Socio-Management, Stirling Management School. Her research focuses on creative industries, work-life boundaries and women's work. She has published in international journals and is co-editor of "Work less, live more? Critical analysis of the work-life boundary" (Palgrave Macmillan) and has convened streams at the International Labour Process Conference 2006, 2008 and EGOS 2007.

Marian Baird is Associate Professor in Work and Organisational Studies at the University of Sydney and Director of the Women and Work Research Group. Her research has focussed on the impact of regulatory environments on women's working lives and conditions. Based on her research, Marian has most recently been a key advocate of paid maternity leave in Australia. She has also published on the impact of regulation on low paid women and the changes to Australia's industrial relations regime.

Eileen Appelbaum is an economist and Professor in the School of Management and Labor Relations at Rutgers University. She has directed the Rutgers University Center for Women and Work and continues to play a leadership role. Her research and publications focus on work organization and work-life practices of firms. She is currently engaged in a large scale examination of California's Paid Family Leave Program. She is President-elect of the Labor and Employment Relations Association (LERA).

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The Conference:

The Annual International Labour Process Conference is a leading conference on work and employment. It brings together academics and policy makers from the sociology of work and employment, labour studies, business and management, human resource management, industrial relations, organization studies and a range of other disciplines. Selections of conference papers are published in edited books,

with twenty now published. It is intended that a selection of papers from the women's work stream will be published in a journal special edition. Abstracts for the stream should be between 350-500 words and can be either theoretical and/or empirical. Abstract contents should enable the referees to determine what issue, development or problem is being investigated, how it is investigated, what the findings are and what contribution is being made to understanding in the field.

ILPC 2008 Conference Organizers:

Prof. Eileen Appelbaum

Prof. Adrienne Eaton

Dean David Finegold

Dr. Mary Gatta

For questions about the conference please contact: ilpc2010@ilpc.org.uk

Please submit to www.ilpc.org.uk by October 31, 2009