

Women, Work and Globalization in Developing and Transitional Societies

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Stream Outline

While a plethora of literature has examined the social, cultural and institutional dynamics of gender and work in advanced industrialised nations, there is scant data on the experiences of work, organization and management change in developing regions such as Africa, Middle East, Latin America, and those regions undergoing transition, such as CEE states including the Russian Federation and China. There is an assumption that neo-classical modes of economic organization are universally followed and that the everyday rights of western women, such as access to health care, access to work of any kind, and provisions for organizing and mobilising resistance are widespread. In fact the worlds working women are highly diverse, as they face a myriad of challenges and obstacles to achieving equality in the economic and political sphere. This stream focuses on exploring gender relations, identities, the institutional frameworks, women's empowerment and leadership development, in *developing* and *transitional* geographic spaces. Our proposition is that while women may share some commonality globally, the precise socio-cultural and specificities of geo-political location are important determinants in unveiling the 'other' and alternate perspectives of women, work and globalization. To that end this stream is interested in other voices, identities, struggles, and importantly, tactics and strategies necessary for achieving employment reform and development. Our concern is to ensure that explorations fully connect with notions of space and place.

Scholars of development and globalization have shown that economic and social development remains uneven, between countries, within countries and between individuals (Acker, 2006; UNIFEM, 2006; Barton, 2008,). Consistent with the contradictory nature of globalisation the impact on women and minorities has been mixed. Work opportunities and experiences likewise are highly fluid and variable. Similarly, the progress of countries towards gender MDG targets has been mixed and uneven (Walby, 2005. 2009). Social science scholars broadly argue globalization has increased inequality between men and women as manifest for example in the 'feminisation of poverty' and gendered international divisions of labour (Walby, 2005; Barton, 2008). The advance of global production networks has increased work opportunities for many women, but it has also helped form discriminatory employment regimes in many regions in Latin America, East and South Asia. Further, the advance of religious fundamentalisms, in both USA and Middle East has witnessed opportunities for women's development, but has also provided greater challenges for securing democratic rights and opportunities for participation in the public sphere. The role of women's organizations and NGO's for example has been pivotal in securing new rights, opportunities and freedoms.

Recent scholarship has shown the intersecting dynamics and power relations of gendered organization processes of globalization and revealed the multiplicity of

managerial and organization forms in developing societies (Metcalf and Rees 2010). There is thus a need to further explore women's advance in different socio-cultural contexts. Contributions are invited from scholars in international development, HRM/OB and management, economics, cultural theory, feminist and women's studies. Multidisciplinary papers are welcome, and can be either theoretical or empirical. **Area focus could be Middle East, Latin America, Africa, BRIC economies, Asia.**

Possible themes may include (but are not limited to):

Globalization, women and development
Global production networks, gender and work
Transnational organizations (MNC, women and employment policy)
Intersectionality, difference and development policy
Women's leadership and political participation
Women and empowerment in developing countries
Feminism and feminist theorising in development
Women, capacity building and HRD
Critiques of gender and MDG's,
NGO management, women's movements, civil society and rights based development
Gender, ICT's and sustainable development

Key Words

Women, empowerment, global feminisms, developing and transitional economies,

Publication Plans

If there is a degree of coherency in the submissions we would propose a special issue to inter alia: *Equality, Diversity and Inclusion, Journal of International Development, European Journal Women's Studies*

Indicative References

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