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Stream 10

Gender Equality in a Socially Sustainable World

Stream Chair:

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In alignment with the 2020 conference theme of social sustainability, the goal of this stream is to reflect on social sustainability as it relates to gender equality so as to map knowledge gained and inform organizational practices and policy-making. I refer to social sustainability as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs (World Commission on Environment and Development, 1987). One aspect directly related to social sustainability is gender equality, one of the 17 United Nations’ Sustainable Development Goals (i.e., SDG; United Nations, 2018). Building on Article 1 of the 1948 Declaration of human Rights (<https://www.un.org/en/universal-declaration-human-rights/>), which states that “All human beings are born free and equal in dignity and rights,” I consider gender equality to be a basic human right and fundamental component of social sustainability.

As part of a comprehensive stakeholder-based approach, the United Nations’ 17 SDGs in general and SDG5 in particular call for a brighter future for all (van Tulder, 2018; van Zanten & van Tulder, 2018). Organizational scholars have much to contribute in this quest. In this call for papers, I focus on gender equality, particularly on how organizational scholars can contribute to increasing gender equality at work by generating actionable knowledge aimed at designing organizational practices and informing policy makers.

Knowledge gained from research on gender equality has grown considerably during the last decades on a variety of employment, organizational, and country-level outcomes and with a variety of theoretical and methodological approaches. Examples include self-employment (Klyver, Nielsen, & Ewald, 2013), corporate sustainability practices (Miska, Szócs, & Schiffinger, 2018; Roy & Goll, 2014), female employment (Stavrou, Casper, & Ierodiakonou, 2015), female board representation (Brieger, Francoeur, Welzel, & Ben-Amar, 2019; Post & Byron, 2015), corporate social responsibility (Grosser, 2009), careers (Kosseck, Su, & Wu, 2017), pay (Abraham, 2017), work-family balance (Lyness & Kropf, 2005), prejudice (Parboteeah, Hoegl, & Cullen, 2008), intentions to hire females over males (García, Posthuma, & Roehling, 2009), exclusion (Maranto & Griffin, 2011), responses to unfair treatment (Baker & Kelan, 2019), gender inequity (Ngo, Foley, Wong, & Loi, 2003), driving forces behind gender inequality (Benschop, van den Brink, Doorewaard, & Leenders, 2013), metaphors of gender equality in work settings (Kemp, 2016), policy issues (Andersson, 2018; Payne, 2015),

the teaching of gender equality (Dyer & Hurd, 2018), champions and professionals of gender equality (de Vries Jennifer, 2015; Wahl, 2007), and gender (in)equality metrics across countries (Eden & Gupta, 2017).

I invite theoretical and empirical papers (quantitative or qualitative) addressing these and related issues. I am interested in work conducted on gender equality as a driver or as driven by individual, organizational, or country-level indicators, including the many ways to conceptualize and measure this construct. I also invite scholars conducting mixed-methods research combining qualitative and quantitative approaches informed by past or recent methodological advances (e.g., Gibson, 2017; Jick, 1979; Tunarosa & Glynn, 2017; Turner, Cardinal, & Burton, 2017).

In particular, I am interested in the following questions:

- 1) What do we know conceptually, methodologically, empirically, and practically that can contribute to increasing gender equality in work settings?
- 2) How can we teach gender equality in business education?
- 3) How can gender equality metrics inform management policies and practices?
- 4) How can we complement quantitative and qualitative studies related to gender equality to inform organizational policies and practices?
- 5) What knowledge have we gained about gender equality in organizational research that can contribute to increasing gender equality in work settings across the world?
- 6) How do different conceptualizations of gender equality inform organizational practices?

Submissions to this stream can be in the form of long abstracts (up to 1500 words), developmental papers (3000-5000 words, including references) or full papers (no length restrictions) by the deadline of 1 March 2021. Please process your registration and paper submission online via www.edi-conference.org.

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