



u^b

b
UNIVERSITÄT
BERN

Stream 15

Organizational Responsibility, Diversity Intersections and Precarious Work

Stream Chairs:

Elina Meliou, Aston Business School

e.meliou@aston.ac.uk

Joana Vassilopoulou, Brunel University

joana.vassilopoulou@brunel.ac.uk

Ana Lopes, Newcastle University

ana.lopes@ncl.ac.uk

We have been witnessing a surging interest in debates about organizational responsibility, as well as the ethical and moral aspects of leadership (Brown & Mitchell, 2010; Ciulla & Forsyth, 2011; Dinh et al., 2014). This growing body of research impels leaders to exercise positive, humanistic behaviours for the betterment of their followers, organizations and society (Liu, 2015, Tomkins & Simpson, 2015, Gabriel, 2009). This literature focuses on social and environmental targets and objectives of sustainable value creation and positive change (Miska & Mendenhall, 2018).

Simultaneously, precarious forms of employment are on the rise. Precarious work is characterised by low pay, insufficient and variable hours, short-term contracts rights, and is shaped by work-life balance considerations (Ayudhya et al., 2017) and the degree of regulatory protection (ILO, 2015; Vallas, 2015). Socio-economic upheaval has resulted in nations becoming socially and politically more isolated, exclusionary and protective of resources, leading to a climate, which does not foster inclusion of vulnerable demographic groups in organizations and society at large (Mor Barak, 2018). Indeed, precarious work has deleterious effects for vulnerable demographic groups worldwide with women, ethnic minorities, people with disabilities, among others, experiencing in and out of work poverty (Walby, 2015). Racial and feminist critiques sought to highlight how ‘regimes of inequality’ (Acker, 2006) structure work and organizations by restaging social relations of domination and subjugation (Acker, 1992; Gherardi, 1994; Nkomo, 1992).

The stream seeks to explore the paradox of organizational responsibility, diversity intersections and precarious work in order to develop a more nuanced understanding of the various contexts, and experiences of precarity in organizations.

Submissions to the 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.

References

- Ayudhya, U.C.N.; Prouska, R.; Beauregard, T. A. (2017) The Impact of Global Economic Crisis and Austerity on Quality of Working Life and Work-Life Balance: A Capabilities Perspective. *European Management Review* DOI: 10.1111/imre.12128
- Brown, M.E., & Mitchell, M.S (2010) Ethical and unethical leadership: Exploring new avenues for future research. *Business Ethics Quarterly* 20(4): 583–616.
- Ciulla, J.B., & Forsyth, D.R (2011) Leadership ethics. In: Bryman A, Collinson D, Grint K, et al. (eds) *The SAGE Handbook of Leadership*. Thousand Oaks, CA: Sage, pp. 229–241.
- Gandini, A (2018) Labour process theory and the gig economy, *Human Relations*, DOI: 10.1177/001872671879002
- ILO (2015) *World Employment and Social Outlook: The Changing Nature of Jobs*. Geneva: ILO Publications. ^[1]_{SEP}
- Mor Barak, M. E. (2018) Erecting Walls Versus Tearing Them Down: Inclusion and the (False) Paradox of Diversity in Times of Economic Upheaval. *European Management Review*.
- Vallas, S. (2015) Accounting for precarity: Recent studies of labor market uncertainty. *Contemporary Sociology: A Journal of Reviews* 44(4): 463–469.
- Walby, S. (2015) *Crisis*. Cambridge: Polity Press