



Gender in Management Track

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The Gender in Management Track aims to advance conceptual, theoretical and empirical scholarship that engages gender in the study of work, management and organisations. The BAM2026 conference theme, *Thriving Together: Impact, Innovation, and Inclusion in Business and Management*, invites reflection on how individuals and institutions can collaboratively foster positive societal impact, drive innovation and promote inclusivity. Thriving together requires prioritising the wellbeing and success of all members of our community; by creating inclusive and welcoming spaces, we can unlock the full potential of our diverse communities, encourage collective learning and drive meaningful change.

In line with the conference theme, the Gender in Management Track calls for contributions that problematise gender and interrogate gendered dynamics in the context of the three grand challenges facing work, management and organisations today: social inequalities, technological transformation, and climate change (Benschop, 2021). *First*, socio-economic inequalities have intensified in the wake of austerity policies, democratic erosion and polycrises, contributing to growing hostility toward equality and diversity. Gender inequalities, exacerbated by heightened gender-based violence, misogyny, harassment, and multiple forms of discrimination, remain pervasive in workplaces and societies worldwide. *Second*, rapid technological change and digitisation are transforming work, leadership and employment relations. While digital

tools and artificial intelligence offer opportunities for innovation and inclusion, they also reproduce existing biases, exacerbate inequalities and reshape power relations at the human-technology interface. These shifts raise critical questions about how gender is constructed and (re)produced in algorithmic decision-making, generative AI, and platformisation, as well as about gendered access to technological skillsets and digital labour. *Third*, the implications of climate change are profoundly differentiated across groups, locations, and organisations. Some actors thrive by developing green and sustainable solutions; others confront existential risks. Gendered organisational processes can both amplify and mitigate these inequalities, shaping individuals' ability to adapt and thrive amid environmental crises. Taken together, these issues highlight the ongoing need for management scholars to develop inclusive research agendas and innovative practices that address structural inequalities, promote ethical and sustainable innovation and foster collective resilience.

The Track invites full papers, developmental papers, and symposium proposals exploring any issue related to gender and management. Contributions may include, but are not limited to, the following themes:

- Diversity, employee wellbeing and the future of work
- Diversity, organisational culture and belonging
- Equality, diversity, and inclusion (EDI) strategies and practices
- Ethical practices for inclusion and resilience
- Feminist organisation studies and feminist organising
- Gender and emotions
- Gender and entrepreneurship
- Gender and inclusive leadership
- Gender and polycrisis
- Gender, AI, and digitisation
- Gender, health, embodiment, and reproductive politics at work
- Gender, technology and digital labour
- Gender, voice and collective action
- Gendered careers, pipelines and talent development
- Gendered experiences of power, care and precarity
- Gendered implications of climate change and sustainability
- Global, cross-cultural, and comparative perspectives on gender and management
- Human-centred, ethical technology design and use
- Intersectionality and multiple discrimination
- Masculinities, work and organisations
- Misogyny, patriarchy, sexism and the reproduction of gendered organisational power
- Resistance to gender equality initiatives
- Trans and non-binary experiences at work
- Work-life integration, flexible work arrangements and care economies

The Track fosters a collaborative and inclusive environment where scholars can engage critically and constructively. The Track welcomes contributions that interrogate gender as a concept, construct and analytical lens across a diversity of theoretical traditions and disciplinary domains. Submissions are encouraged to explore the relational and

contextual nature of gender within broader debates on diversity, inclusion, and intersectionality, and to situate these within comparative, cross-cultural, and transnational contexts. We particularly welcome work that employs diverse methodological, epistemological, and analytical approaches to extend understanding of how gendered processes, practices and structures shape organisational life and the lived experiences of individuals and groups. Submissions that engage with experimentation, new theoretical frameworks, or innovative interdisciplinary approaches are particularly encouraged. By leveraging our diverse strengths, sharing knowledge, and co-creating innovative solutions, we can develop new models, practices, and technologies that enable individuals and organisations to thrive together in an evolving world.