

**BAM2022 Conference**  
**Gender in Management Special Interest Group (GiMSIG) and**  
**Human Resource Management Special Interest Group (HRMSIG)**  
**Joint Symposium**  
**“Inequalities and the future of work”**

This symposium explores the relationship between inequalities and the future of work. Significant changes to the structures of employment, participation and composition of the workforce, the organisation of work, and working patterns and utilization of labour have taken in the last decade that raise questions about what how business and social needs can be reconciled. In addition, the impact of the covid-19 pandemic has seen new and reconfigured inequalities that have had differential impact on workers and have left organizations at the crossroads of multi-layered challenges and opportunities to navigate and survive the post-pandemic landscape. Against this backdrop, there are important questions for business and management about the future of work and what needs to happen to achieve more sustainable, equitable and inclusive work futures. Critically engaging with thinking and discussion that aims to tackle the new and reconfigured inequalities that will characterise the post-pandemic world is essential to reimagining business and management as a force for good. Inequalities created and reproduced in work and employment and will shape the future of work and conversely, interrogating ideas about the future of work provides an opportunity to identify ways in which scholarship about work can support tackling inequalities and achieving transformational change for more sustainable futures. Important questions for this symposium include:

- How should we frame discussions about the future of work?
- What role do inequalities play in this framing?
- What considerations should be at the forefront of theory and research to advance discussions about inequalities and the future of work?
- How can organizations and policymakers bring together inequalities into their thinking about the future of work?

**Chair:** Professor Stephen Procter (Newcastle University)

**Speakers:**

1. Dr Minjie Cai (University of Greenwich) - Occupational health and safety
2. Dr Elisabeth Anna Guenther (University of Vienna) - Social justice and digitality
3. Dr Stewart Johnstone (Strathclyde University) - Employee voice
4. Dr Jenny K Rodriguez (Work & Equalities Institute, University of Manchester) - Intersectional inequalities

The symposium builds on the expertise of GiMSIG and HRMSIG colleagues working in these areas and will be an opportunity to engage in generative scholarly dialogue. This symposium will be of interest and practical relevance to a range of stakeholders: academics, policy makers, workers and managers in public and private organisations, non-governmental organizations, consultants and professional societies, employer associations, inter-governmental agencies and unions. Following the BAM Framework, this Symposium supports the development of research knowledge and intellectual growth of early career (A1), mid-career (A2) and senior career (A3).

## Chair and speakers' bios

Professor Stephen Procter is the Alcan Chair of Management at Newcastle University Business School, UK. Over the last three decades he has published widely on areas of Organization and Re-Organization of Work, Management of Organizational Change, Management and Organizational History. In particular, he has made major contributions to our understanding of teams and teamworking. Professor Procter leads the Future of Work Research Programme at Newcastle University Business School. He is former Chair of the HRM SIG and currently serves as its Treasurer.

<https://www.ncl.ac.uk/business/people/profile/stephenprocter.html>

Dr Minjie Cai is a Senior Lecturer in HR and Organisational Behaviour at University of Greenwich, UK. She is primarily interested in the changing nature of work, employment relations, and HR in the context of transitional organisations, sectors, and economies. Her recent research examines the institutional, organisational, and individual factors that contributed to occupational health and safety issues and extremisation of work amid the COVID-19 pandemic. She is former Communications Officer of the HRM SIG.

<https://www.gre.ac.uk/people/rep/faculty-of-business/minjie-cai>

Dr Elisabeth Anna Guenther is a postdoctoral university assistant at the University of Vienna's Centre for Teacher Education, Austria. Her current research focusses on social justice, intersectionality, digitality, teaching and learning in different educational organisations. She combines her knowledge of quantitative and qualitative methodologies with social theories to unveil implicit inequality practices. She serves as the Secretary of the GiMSIG.

<https://lehrerinnenbildung.univie.ac.at/en/fields-of-work/digital-education-and-learning-group/team/guenther-elisabeth/>

Dr Stewart Johnstone is a Reader in HRM at Strathclyde University Business School, UK. His research interests traverse HRM and employment relations, and include employee participation, labour management cooperation, and mutual gains. Another strand of work has investigated a range of issues in relations to HRM, strategy and performance across a range of industrial sectors. He serves as the Chair of the HRM SIG.

<https://www.strath.ac.uk/staff/johnstonestewartdr/>

Dr Jenny K. Rodriguez is a Senior Lecturer in Employment Studies at Alliance Manchester Business School and member of the Work & Equalities Institute, University of Manchester, UK. Her research interests can be broadly included in two areas: gender, intersectionality and organisation, and international HRM. Her current work explores intersectional inequality in work and organisations. She serves as the Chair of the GiMSIG.

<https://www.research.manchester.ac.uk/portal/jenny.rodriuez.html>