**Special Session: Workshop for Developing Papers on Gender and Industrial Relations**

Organisers:

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Prof Jennifer Tomlinson, j.tomlinson@leeds.ac.uk (Leeds University Business School)

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Keywords: Gender and industrial relations, industrial relations theory, feminist theory, gender equality.

Summary:

This special session focuses on developing papers for a forthcoming *Industrial Relations: A Journal of Economy and Society* special issue on Gender and Industrial Relations. The session provides a platform for authors to present extended drafts, receive constructive feedback from the guest editors (who are the organisers of this workshop), and refine their work for submission to the special issue.

This session invites papers that explore the intersections of gender with industrial relations to advance both established and underexplored areas of research that connect these two critical dimensions of work and employment. While Industrial Relations as a field has long been critiqued for lacking gendered analysis (e.g. Healy et al., 2006; Lotte Hansen, 2002; Pocock, 1997; Rubery & Fagan, 1995, Wajcman, 2000), this session aims to challenge and expand the field by building on these feminist perspectives of traditional approaches. Foregrounding gender as a critical lens offers the potential to enrich our understanding of IR processes, actors and outcomes across workplaces, labour markets, and policy approaches. It can also expand the analytical tools for understanding important experiences, phenomena and dimensions in the world of work.

Key themes include: IR theory and gender, comparative studies, gender and industries/sectors/occupations/work types, gender and job quality, gender and the transition to a sustainable economy, using an IR lens to explore under-researched themes like sexism, gender harassment and gendered violence at work, and actors in IR and gender equality.

References:

Healy, G., Hansen, L. L., & Ledwith, S. (2006). Still uncovering gender in industrial relations. *Industrial Relations Journal*, *37*(4), 290–298.

Lotte Hansen, L. (2002). Rethinking the industrial relations tradition from a gender perspective: An invitation to integration. *Employee Relations*, *24*(2), 190-210. <https://doi.org/10.1108/01425450210420910>

Pocock, B. (1997). Gender and Australian industrial relations theory and research practice*. Labour and Industry*, *8*(1), 1–19. <https://doi.org/10.1080/10301763.1997.10669167>

Rubery, J., & Fagan, C. (1995). Comparative industrial relations research: Towards reversing the gender bias. *British Journal of Industrial Relations*, *33*(2), 209–237

Wajcman, J. (2000), ‘Feminism Facing Industrial Relations in Britain’, *British Journal of Indus-trial Relations*, 38(2) 183–201

List of potential participants:

* Prof Rae Cooper (discussant)
* Prof Jennifer Tomlinson (discussant)
* Dr Laura Good (discussant)
* Dr Chris F Wright (discussant)

Format:

Paper development session.