

Equality and Justice in Organisations

757A20/757A29, 7,5 credits

Course Literature

Week 1: The Concepts of Equality and Justice:

Foley, M., & Cooper, R. (2021). Workplace gender equality in the post-pandemic era: Where to next? *Journal of Industrial Relations*, 63(4), 463–476.

Lynch, K. (1999). Equality studies, the academy and the role of research in emancipatory social change. *Economic and Social Review*, 30, 41-70.

Puddifoot, K. (2017). Epistemic discrimination. In *The Routledge Handbook of the Ethics of Discrimination* (pp. 54-67). Routledge.

Thapar-Björkert, S., & Farahani, F. (2019). Epistemic modalities of racialised knowledge production in the Swedish academy. *Ethnic and Racial Studies*, 42(16), 214-232.

Week 2: Equality and Justice Strategies:

Gibson-Graham, J. K. (2008). Diverse economies: performative practices for other worlds'. *Progress in Human Geography*, 32(5), 613-632.

Cheney, G., Santa Cruz, I., Peredo, A. M., & Nazareno, E. (2014). Worker cooperatives as an organizational alternative: Challenges, achievements and promise in business governance and ownership. *Organization*, 21(5), 591-603.

Wiksell, K. (2020). Worker cooperatives for social change: Knowledge-making through constructive resistance within the capitalist market economy. *Journal of Political Power*, 13(2), 201-216.

Scholz, T. (2016). Platform cooperativism. Challenging the corporate sharing economy. New York, NY: Rosa Luxemburg Foundation.

Vieta, M. (2014). Learning in Struggle: Argentina's New Worker Cooperatives as Transformative Learning Organizations. *Relations industrielles / Industrial Relations*, 69(1), 186–218. <https://doi.org/10.7202/1024212ar>

Extensive reading

Miller, G. R. (2012). “Gender Trouble” investigating gender and economic democracy in worker cooperatives in the United States. *Review of Radical Political Economics*, 44(1), 8-22.

Gibson-Graham J.K. (2016) Building Community Economies: Women and the Politics of Place. In: Harcourt W. (eds) The Palgrave Handbook of Gender and Development. Palgrave Macmillan, London. https://doi.org/10.1007/978-1-137-38273-3_20

Week 3: Power:

Ahmed, S. (2012) *On being included: Racism and diversity in institutional life*. Duke University Press. (Only the introduction)

Butler, J. (2004) *Undoing gender*. New York/London: Routledge. (Only the conclusion)

Federici, S. (2019) *Re-enchanting the world. Feminism and the Politics of the Commons*, Dexter: PM Press. (Only the conclusion)

Icaza, R. (2018) Social Struggles and the Coloniality of Gender in Rutazibwa, O.U. and Shilliam, R. (eds.) *Routledge Handbook of Postcolonial Politics*. London: Routledge, pp. 58-77. (available on liu library – you can also find chapter 6 – the one required to read – as an open access pdf on liu library)

Van Amsterdam, N. (2015), “Othering the ‘leaky body’: an autoethnographic story about expressing breast milk in the workplace”, *Culture and Organization*, Vol. 21 No. 3, pp. 269-287. (available on liu library)

Extensive reading:

Foucault, M. (1990) *The History of Sexuality*. California: Vintage Press.

Vol. 1: An Introduction

Vol. 2: The Use of Pleasure

Vol. 3: The Care of the Self

Week 4: Resources:

Rao, Aruna and David Kelleher (2005) Is there life after gender mainstreaming? *Gender and Development*, 13 (2): 57-69.

Swan, Elaine & Fox, Steve (2010) Playing the Game, *Gender, Work and Organization*, 17(5), pp. 567-589.

Tatli, Ahu and Mustafa F. Özbilgin (2009) Understanding Diversity Managers' Role in Organizational Change: Towards a Conceptual Framework, *Canadian Journal of Administrative Sciences*, 26: 244-258.

UN Women (undated) *HeforShe. UN Women Solidarity Movement for Gender Equality, Action Kit* (on Lisam).