

Stream summaries

Stream 1: An uncertain future for health and social care?

Convenors: Sanna Laulainen, Will Thomas, Tamara Mulherin and Anneli Hujala

The aim of this stream is to facilitate conversations in which the precarious presents and open futures in the field of health and social care are examined and discussed. We seek to uncover the causes, symptoms and implications of ways in which the uncertainties of this sector are constructed and exacerbated. Our ambition is to facilitate a dialogue between those who share interests in applying ideas from critical management studies to the field of health and social care in order to uncover hidden assumptions and unacknowledged challenges.

Stream 2: Between subjugation and emancipation: recognising the power of recognition

Convenors: Gabriele Fassauer, Ronald Hartz and Gazi Islam

Recognition is an important factor shaping individual and collective well-being, dignity and flourishing, both within organisations and in society more generally. Being the intersubjective acknowledgement of value of a person's behaviours, actions and identities, it is constitutive for people's identity-building, their sense of dignity and corresponding self-respect. Recognition is thus inevitably aligned with a moral dimension of society, economy and organisations as it refers to basic notions of how people should treat each other. This stream aims to develop a more fully-fledged notion of recognition at the workplace by dealing with questions of recognition at the societal, organisational or individual workplace level and paying tribute both to the emancipatory and subjugating character of recognition.

Stream 3: Critical accounting studies

Convenors: Jill Atkins, Jim Haslam, Prem Sikka, Fernanda Sauerbronn, Silvia Pereira de Castro Casa Nova and Mary Vera-Colina

This stream aims to cast a critical eye over accounting in its broadest social and political context, embracing historical perspectives as well as forward-looking, utopian visions of accounting. The precarious present of mainstream accounting frames it as a technical exercise and exact science; however, it leads to at best misinterpretation and misrepresentation but, at worst, fraudulent activities and unethical behaviour. We seek to explore the ways in which accounting can aid or prevent the betterment of society. Also, we look to ways in which accounting can prevent the collapse of ecosystems and natural capital.

Stream 4: The meaning of (big) data: a critical assessment of datafied norms and practices for equality and diversity in organisations

Convenors: Elisabeth Anna Guenther, Anne Laure Humbert and Mayra Ruiz Castro

Data analytics and (big) data are getting more prominent within organisation and management studies, as well as for practitioners. And yet critical examination of what increased datafication - the use of information which is transformed into a computable format, analysed and then utilised in a novel way - means for organisations, equality and diversity is missing. Data can be seen as a socio-technological assemblage that transcends locations and blurs the lines between consumers, suppliers and organisations. Considering that all organisations are hallmarked by an inequality regime that manifests in different forms and in different spheres, it can be assumed that the way (big) data are utilised within and by organisations is no exception. To address the risks and benefits of (big) data, this stream will assess the potential impact of datafication and the use of (big) data in organisations from a critical and multi-disciplinary perspective.

Stream 5: When critical management scholars become managers

Convenors: Yvonne Benschop, Alessia Contu, Leanne Cutcher and Carl Rhodes

This stream asks the question of what happens when critical management studies scholars themselves become managers; that is, when they take on a role that they have previously invested their careers problematising and criticising. Each of the convenors has faced this issue in their own professional practice as they chose, or felt compelled, to take up roles in academic management. To date there are just a few studies on this subject; and they are limited to the confessional tales of Western, male critical scholars who have also worked as academic managers. Too few studies have addressed the complexities, contradictions and conundrums that might be expected when a person who has spent an academic career offering a criticism of management practice and managerial ideology might be faced with the practical task of managing. This raises questions about the possibilities for CMS managers to practise what they preach and to manage things differently.

Stream 6: Reproductive life stages and intersections with work/ organisations

Convenors: Lara Owen, Stefanie Ruel and Christiana Tsaousi

This stream seeks to explore and advance insights into how reproductive lives intersect with and relate to the experiences, demands and practices of work and organisations in the 21st century. We will engage with the challenges and possibilities of considering reproductive life stages as intimately related to our understanding of organisations, organising processes, and capitalist processes more broadly. We are concerned with exploring the tensions manifest in working and organisational life in the broad context of reproduction, which we take to include menstruation, sexuality, pregnancy, birth, lactation, and menopause, and issues affecting men directly, such as conceptualisations of fatherhood at work, and ideas around being ever sexual, fertile/potent, and reproductive. In short, what happens when reproductive life stage experiences, needs and expectations meet jobs, careers and organisations?

Stream 7: Beyond neo-liberal practices as a response to the crisis: positive lessons and examples in the light of an alternative welfare model in terms of employment and HRM

Convenors: Aikaterini Koskina, Anastasia Kynighou and Nikos Bozionelos

The global financial crisis had led to a number of responses by either states or organisations in terms of employment and people management. However, most of these responses (e.g. layoffs, pay and pension cuts, anti-union legislation) seem to subscribe to the neo-liberal agenda. Such an agenda mainly seeks to preserve the interests of employers through the delivery of short-term results and with predominantly negative effects to employees. Indeed, we need a partnership between employers and employees in order to maximise the long-term outcomes for all parties, including the society and the economy. As such, this stream aims to highlight practices and approaches in which specific countries and specific organisations dealt with employment issues during the crisis which improved the well-being and welfare of various key stakeholders.

Stream 8: The craft of belonging at work: rethinking openings, closings, precarity and security

Convenors: Jocelyn Finniear, Paul White and Tanja Visic

The what, where and when of belonging and its slippery invocation in management through calls to an 'us' as a mode of accounting have been more recently reinvigorated. Drawing upon such work, this stream aims to unpick constructions of belonging and/or otherness as a means of better understanding work, place and communities. So a core question is to

examine issues of longing and belonging to a 'real-and-imagined' sense of community and the impact of not being seen to belong. Crucially, this stream aims to explore the ways in which security is crafted into the workplace through a multitude of social and material practices from the eating of food to workplace displays of personal lives to the ways in which home inflects work and work is taken home. Such concerns are within the realm of how security and stability are accomplished as mundane social practices through the forging of community. Hence belonging and its other have particular effects that are felt intimately and shaped collectively as means of making a 'common sense' of being in (or out) of place and the (un)tidy guest.

Stream 9: Critical organisational history

Convenors: Gabrielle Durepos, Albert Mills, Jean Helms Mills, Caterina Bettin, Ellen Shaffner and Stefanie Ruel

Calls for more history in management and organisational studies have led to an increase of history research in the field. Indeed, the last 25 years have been fruitful for the budding field of historical organisation studies. This prosperity of research is evidenced in the proliferation of published historical research including numerous edited collections, special issues and book length monographs. The increased attention to history in MOS has led to a diverse and heterogeneous research agenda. Despite early calls for critical approaches to the past and history in MOS, critical organisational histories are in the minority. We propose to provide space for debates on, around, and the application of, critical organisational history(ies). We hope this space will allow for interaction between empirics, theorisation and publications. Under the umbrella of Critical Organisational History, we will have three strands in this stream:

- (1) Being in Critical Organisational History
- (2) Gender, Diversity and History Making
- (3) *AMLE* Special Issue Paper Development Workshop on 'New Histories of Business Schools'.

Stream 10: Inventing the future of work in health and social care

Convenors: Jennifer Davies, Gavin Maclean and Tamara Mulherin

Healthcare continues to be one of the most politically important yet divisive issues for voters and politicians internationally. It has also been described as both needing, and being a fertile field for, critical scholarship. The need for more critical scholarship in the field becomes even more pressing if we consider the crises internationally over health and social care following the Great Financial Crisis and the effects of austerity politics; the rise of nativism internationally and the resulting effects on migration for health and social care providers; and the role of the private sector, market forces and 'opening up' public sector providers in healthcare sectors. This stream is concerned with critically exploring international perspectives on 'working in healthcare' with a particular emphasis on the following; possible effects of new forms of work delivered by workers undertaking new or revised roles; the implications of changes to the physical or discursive boundaries of the health service; and the impact of technological developments such as automation, 'Big Data', cloud computing, virtualisation and Artificial Intelligence.

Stream 11: Flexible working arrangements – boundary work or boundless work?

Convenors: Michal Izak, Stefanie Reissner and Sytze F. Kingma

Flexible working involves the reshaping of traditional modes of working and includes a re-arrangement of, and re-orientation of, (spatiotemporal) boundaries. Recently, the predominance - and at times extremes - of flexible working has triggered backlash. Examples of direct interventions include the explicit restrictions of flexible working practices

put in place by companies such as BMW and Yahoo. As such, the risk of flexible working becoming 'boundless' is increasingly being recognised and addressed. As traditional boundaries between work and nonwork erode and blur, individuals striving to preserve a distinction between work and private life employ a variety of techniques focused on time, technology, spaces and objects. Yet, the perception of being in control of one's time, space or technology does not necessarily curb the overflow between work and nonwork. For example, frequently mobile communication devices foster contagion between these domains as employees who have more autonomy may, paradoxically, be inclined to work harder or longer hours.

Stream 12: Practices and strategies of ignorance

Convenors: Janna Rose, Marcos Barros and Ozan Nadir Alakavuklar

The role of ignorance in social life is undeniable with information overload, fake news, doubt-as-a-product, and attention economies playing key roles. Although the critical study of ignorance has been gaining traction in social studies in the last decade, such explorations should go beyond the macro strategy of big actors. In other words, ignorance is also a part of everyday micro practices that serve to sustain or disrupt social order: how, for example, might actors create spaces of emancipation through practices of ignorance? What of micro-practices of epistemicide or "cognitive injustice"? As a broad field of study, management and organisation studies are criticised for their ignoring or excluding various socio-economic and political aspects that shape organisations and organisational life, such as slavery and (post)colonialism. Similarly, a focus on how such epistemological and ontological 'ignorance', with its own politics, shapes our understanding of organizing, society and normalising/marginalising specific theories and methodologies.

Stream 13: Contending materialities and affective relations in work and organisations – exploring the ethics and politics of new materialist thinking

Convenors: Emma Bell, Pikka-Maaria Laine, Susan Meriläinen and Sheena J. Vachhani

In this stream we take up the challenge posed by new materialist thinkers to think and act as if matter *mattered*, and explore the ethical and political implications that arise from this engagement. We intend to bring together recent thinking on affect and organisations with, as Bennett (2004: 347) proposes, the importance of returning to "the vitality, wilfulness, and recalcitrance possessed by nonhuman entities and forces". Affect has been defined as a body's capacity, or power, to affect and be affected and the bodily intensities that arise from these encounters. It is understood as a visceral force, an automatic and non-reflective bodily response that is created between, and through, bodies which are both human and more-than-human. These approaches draw attention to relationality and indeterminacy where objects and subjects are seen to be in a continuous process of becoming within webs of sociomaterial relations. Affect is continuously created between bodies – human and non-human – as a pre-reflexive sensation, intensity, energy, or pulse, providing an excess, which escapes the logic of cultural systems such as language. In the context of critical management studies, these perspectives open up the ethics and politics of organisations and enable us to explore differences, for example, between our sense of self and the social position that is marked for us.

Stream 14: The intimacy of dis/organisation and mis/management – exploring relations of order and disorder in critical organisation and management studies

Convenors: Mie Plotnikof, Dennis Mumby, Tim Kuhn and Consuelo Vásquez

Despite Cooper's (1986) argument that order and disorder are inseparable and co-constitutive features of all organisational life, processes of *disorder* and *disorganisation* have typically been peripheral in organisation and management theory. As such, the messy sides of organisation and management – and their impact on establishing order in contemporary

organisational life – are often overlooked. However, debates across critical organisation and management studies are beginning to address the interrelations of order and disorder, and thus seek to explore how organisation and disorganisation as well as management and mismanagement may be understood as mutually dependent and dynamically interwoven. In this stream, we push this agenda further. We will explore the premise that organisation and disorganisation, and management and mismanagement are much more intimately related than often assumed. What might it mean if we start to consider them as mutually constitutive in creating the present and future social, organisational, political and economic dis/order of the day? Thus, we will theorise, explore methodologically and/or empirically the constitutive dynamics and effects of dis/order, dis/organisation, and mis/management and their role(s) in contemporary neoliberal capitalist society.

Stream 15: Critical entrepreneurship studies: destabilising and transgressing mainstream entrepreneurship

Convenors: Caroline Essers, Patricia Lewis, Sally Jones, María Villares-Varela and Monder Ram

Trying to unveil and move beyond the rose-tinted view of entrepreneurship, it is possible to distinguish two general orientations among Critical Entrepreneurship Studies (CES). The first orientation largely attends to the 'dark side' of entrepreneurship, the second fathoms entrepreneurship's social and emancipatory potential. Key amongst the 'dark side' orientation, for example, has been the work of Foucault which provides a conceptual framework for understanding how discourse renders individuals governable out of their own volition by expanding norms and practices from the realm of entrepreneurship to individuals, groups and organisations which might not in the first place be entrepreneurial. Feminist research has also reintroduced a sense of agency back into the gendered understanding of enterprise by pinpointing how women variously resist male-dominated discourse through complex struggles over meaning. In line with the conference's aims, we believe this stream may provide not only a voice but the radical alternatives required to re-shape the meaning of entrepreneurship. To this end, we ask the following bold questions: "Why should we use the concept of entrepreneurship?", "Who benefits from its use and who is left out?" and "How do we re-imagine entrepreneurship?".

Streams 16 and 36: Creaturely ethics, poetics and critical animal studies

Convenors: Victor J. Krawczyk and Caroline Clarke

In our precarious present, we can perhaps sense how both non-human animals and groups of people with certain 'social markings', who as a consequence have also been animalised, are made to sustain the lives of other humans, who seem unaware of the ethical costs of living their lives as they are. It is very worthy and noble to articulate the grave situation faced by animals and animalised humans in culture and organisation and then deliberate about the moral issues around this. However, in the spirit of constructing open futures where more beings are free from exploitation, the application of ethical frameworks is of fundamental importance to change these exploited relations. A more embodied approach to ethics may well be needed here, such as the work of Pick (2011). She calls for a creaturely ethics and poetics, taking the position that living beings, regardless of being human or not, are vulnerable beings prone to violent forces. Her work blurs the divide between the ontological status of both animals and humans, which can be the starting point of our discussions in this stream. Pick believes that individuals and societies have an obligation to try and protect vulnerable beings from violent exposure and exploitation. In this stream the overarching aim is to wrestle with the idea of the vulnerability of life and consider the possibility of sustaining ethical relations between beings that are intrinsically motivated by love, but often exist in contexts that are not always conducive to sustaining such relations.

Stream 17: Problematizing the recolonisation of decolonial scholar-activism: whiteness, neoliberalisation and the threat of co-optation within the new spirit of liberal openness

Convenors: Jenny K. Rodriguez, Marcela Mandiola Cotroneo, Sadhvi Dar, Helena Liu, Angela Dy-Martinez and Alex Faria

Over the last 20 years, decolonial work has been central in creating spaces for critique, dissent and resistance in management and organisation studies. This sizeable body of work has systematically raised questions about the role of, and dynamics created and perpetuated by, particular actors that centre Whiteness and colonial power resulting in persistent inequality, oppression, marginalisation and invisibility of people of colour and First Nations people. Despite the transformational momentum generated by these discussions, inequality is sustained amidst discourses of disruption. Further, there is a seemingly newfound openness to decolonial work that suggests that it is now seen, embraced and used in diverse ways by scholars in both hegemonic and marginalised contexts. The starting point of reflection for this sub-theme is: Where is decolonising work today, why is it so popular and is this popularity a strategy of co-optation that undermines its very purpose? This sub-theme continues with the tradition of discussions about decolonising launched for the first time at the CMS Conference 2009 by the late Eduardo Ibarra Colado, as well as subsequent efforts at CMS and beyond that have continued to debate the dialectic relationship between decolonising and recolonising efforts.

Stream 18: Inclusions and exclusions in the digital world: meanings, challenges, opportunities

Convenors: Deborah N. Brewis, Cinzia Priola, Angela Martinez Dy and Adaku Jennifer Agwunobi

New means of information sharing and communication presented a promise and an opportunity; a new frontier open to more democratic and accessible practices. Affordances of the digital represented a chance for people from marginalised social groups not only to be 'included' in existing organising structures, often pervaded by historically-rooted forms of privilege, but to transform them. However, recent research has shown that the inequalities of the 'analogue' world have been reproduced or exacerbated online: relations of rentiership - where ownership and control of assets enables individuals to capture and appropriate value; unequal resource access; and neoliberal capitalism. Yet, we have also seen powerfully transformative and world-shaping uses of digital spaces for both online and offline organising, for example, in the Arab Spring, Occupy, Black Lives Matter, and Me Too movements, as well as the development of cryptocurrencies. Thus, it is timely to critically examine the concept of digital inclusion, and analyse the extent to which its promise still holds. This stream will therefore engage critically with the notion of inclusion within the digital space.

Stream 19: Dispossessed presents, open futures: deconstructing narratives of developmentalism and modernisation

Convenors: Amon Barros, Alex Bristow, Tim Butcher, Marco Distinto, Jen Manning and Sergio Wanderley

Despite the body of work in CMS to problematise developmentalism, its practices go on. We would like to critically examine the darker side of developmentalism and modernisation's narratives. This can include connections to the persisting discourses and practices of coloniality, the role they play in the (re)production of global inequalities, injustice, violence, and poverty, and the ways in which they are implicated in the othering, exploitation and oppression of individuals, communities and minorities. We also seek to critically interrogate the role of management thought and business schools in sustaining the above dynamics,

and to reflect on the potential role for CMS in helping to open up post-/non-developmental futures.

Stream 20: Give us a break! Fitness, precarity and the 'open' future in corporate performance cultures

Convenors: Kay Greasley, Torkild Thanem and Pete Thomas

The corporate performance cultures of contemporary capitalism promise us that the future is wide open; that there are no limits; that, as long as you do what it takes to become the best version of yourself, the impossible is possible. While this mode of organisation has already pervaded our everyday lives for some years, it shows few signs of slowing down or dying out. Stretch goals just keep getting more ambitious, work practices keep getting 'smarter', and the pursuit of optimised performance affects ever more aspects of our lives. At the same time, this neoliberal work regime is found to diminish wellbeing and engagement, which in turn necessitates the development of a raft of initiatives to bolster these factors. This stream will interrogate the mechanisms and consequences of contemporary performance cultures and their promises for an 'open' future. We want to consider thinking and practices that may enable us to break out of their strong-hold to create a more genuinely open future. We are especially interested in showing what it is like to live and work in corporate performance cultures, exploring the lived practices and experiences of breaking out of them, or examining efforts to cultivate more genuinely open habits of thinking, working and living.

Stream 21: The public health effects of precarity in and around knowledge-based firms

Convenors: Saralara Marquez-Gallardo, Sabah Boufkhed and Alessandro N. Tirapani

To move from precarious presents and build more open futures, we need to ensure that the new forms of employment being proposed are not detrimental to workers' health. Precarious employment is considered a social determinant of health, and an increasing body of evidence demonstrates its links with poorer mental and physical health: higher levels of anxiety or burnouts, increased cardiovascular morbidity and mortality, work-related injuries, disability and absenteeism. Yet, the complexity of precariousness as a concept and the constant changes in non-standard forms of employment challenge public health researchers. On one hand, it hinders/limits the understanding of the health implications of new organisational forms/employment. On the other hand, the lack of accurate information may lead managers and decision-makers to fail at ensuring decent occupational health and safety, or even to understand the negative effects of the employment practices that they adopt. There is therefore a crucial need for tight multidisciplinary collaboration ensuring precarious workers' protection, and taking into account gender, migration or social class specificities.

Stream 22: Feminist frontiers

Charlotte Karam, Patricia Lewis, Banu Ozkazanc-Pan, Alison Pullen and Ruth Weatherall

In this stream, feminist researchers (and allies) in CMS will gather and collectively explore our work, practices and experiences. Our aim is to create a space at ICMS 2019 that reflects a commitment to organising ourselves differently, following feminist practice. Together, we want to promote a space for listening to each other and understanding the various feminist work being done in the field. We anticipate learning from each other to inform a collective project examining the contemporary and contested feminisms that represent our community. We hope to embody slow scholarship as a feminist politics of collective action, and to ensure time to discuss emergent ideas and issues. To this end, we have encouraged the rejection of the traditional conference presentation and question-answer format, and actively welcomed innovative new processes and formats.

Stream 23: Organisations and activism: from precarious presents to open futures

Convenors: Daniel King, Kiri Langmead, Chris Land and Erica Lewis

Critical scholars and activists have long challenged the manner in which systems of global capitalism create and perpetuate precarity, inequality, dominance and control. From Occupy's critique of the 1% to critiques of the Uberisation of work, academics and activists alike are simultaneously challenging the status quo and taking an active role in transforming the world around them. This stream will explore the role of organisation in contentious politics in two main directions: first, by empirically and theoretically examining the organisation of activism and its role in generating organisational change; second, by reflecting on the role of activism in changing academic practice, and the potential for academic work to initiate, inform and participate in activism. In a higher education context characterised by an existential insecurity as academic research is repeatedly called upon to demonstrate its 'relevance' and 'impact' in 'the real world', we wish to explore how critical management academics can make a difference through various forms of activism and activist scholarship. Finally, and in relation to the latter, we want to consider how activism can mobilize the university and the academy. In this context we might ask what CMS might learn from activism in order to make a difference to the organising of our home institutions.

Stream 24: The making of an ECR: what does it take to be an ECR today?

Convenors: Shalini Vohra and Lauren Crabb

The current organisation of Higher Education in most Western institutions has dramatically changed in recent decades. In the UK, institutions have re-organised themselves around quantifying and ranking success in research, and now teaching, through the Research Excellence Framework (REF) and the Teaching Excellence Framework (TEF). These changes have been intensified by reduced governmental funding at a time when student numbers continue to increase. They have led to many academics experiencing an intensified workload in an ever-changing sector, with increased demands on their time, resource constraints, teaching loads and growing pressure to bring in money to the university, be that through grants or refereed publications. Another feature of this intense context is that Early Career Researchers (ECRs) are increasingly exposed to more precarious working practices. This can vary from tough probation standards to short-term contracts, from demanding teaching responsibilities to sparse access to research funding. ECRs can find themselves under intense pressure from the beginning of their careers to publish and deliver REF-returnable outputs, whilst balancing the demands of teaching and their personal lives. Amidst this backdrop we ask the question: what does it take to be an ECR today?

Stream 25: Mapping gender conformities, challenges and changes in sport and sport management: policies, contexts, practices, actors, and interactions

Emília Fernandes, Luisa Esteban, Charlie Smith, Gonca Güngör, and Tiziana Di Cimbrini. With the support of the Erasmus+ programme of the European Union

Sport and its management continues to be a field where men and masculinity strongly prevail. This stream aims to investigate the complexities attached to the following questions: What does gender openness mean in the context of sport in the 21st century? What persists as gender closure in the same context? What are the gender cultures that signify sport continuing to be defined by regimes that resort to a dominant masculinity embodied in a strong and athletic male body? There are also signs that the context of sport may be changing. One example is the ways in which different body constructions and the emergence of alternative embodied femininities and masculinities are challenging how athletes of both genders experience their bodies and sports practice. Yet, research is scarce about the impact of these changes/challenges in the sports context. This stream will focus

on mapping gender relations in sport and its management by taking into account the different modalities, contexts, institutional policies, organisational structures and actors (e.g. athletes, spectators, media professionals, sport decision makers and managers). It will treat sport and its management as a space that presents an opportunity for change and also one whose traits and culture are reflected in organisations and work more broadly.

Stream 26: Opening futures: people organised to struggle against oppression

Convenors: Maria Ceci Misoczky, Maria Ehrnström-Fuentes, Diogo Hildebrand, José Francisco Puello-Socarrás and Guilherme Dornelas Camara

The claims that the new millennium would be characterised by the total domination of the free market, individualism and political apathy have been continuously challenged by people who dare to organize and struggle. In their praxis, they confront capitalism in its neoliberal phase and the perspective of a dystopian world dominated by technologically empowered elites. In fact, when we pay attention to what is happening around us, we find a plethora of organisational practices that confront determinism and experiment with the freedom of constructing alternatives. Even if these organisations/events are transitory, they constitute a moment, an “attempt to achieve the total realisation of a possibility” that is, however, always determined and partial (Lefebvre, 2014: 642). These practices cannot be properly understood unless we articulate the knowledge that is theoretically elaborated and the knowledge that emerges from below and remains, most of the time, restrained to the practices and spaces of struggle. Therefore, we are interested in the organisation of workers and popular struggles, as well as in the organisation of active solidarity.

Stream 27: Doctoral students and early career researchers stream

Convenors: Carlos Azevedo and Caroline Micklewright

Everyday conduct of management and experience of work are affected by issues that were to a large extent peripheral until the beginning of the 21st century, such as environmentalism, business ethics and imperialism. However, observe, although these issues are no longer peripheral, they are nonetheless notably absent from mainstream research as a primary focus. CMS tends to assume that facts are not neutral, but rather pervaded with values, and its motivating concern is to unpack and, consequently, reveal “the social injustice and environmental destructiveness of the broader social and economic systems that managers and firms serve and reproduce” (Adler, Forbes and Willmott, 2007, p. 119). The main aim of this stream is to provide doctoral students and early career researchers (ECRs) a safe place to present and receive feedback on their research. Therefore, it will encompass papers from a variety of disciplines over a wide range of subjects at any stage of development.

Stream 28: Political parties: organising for change?

Convenors: Emil Husted and Mona Moufahim

As an organisational species, political parties seem to face impending extinction. No matter what yardstick we use to measure their vitality, political parties currently display an undeniable image of terminal crisis. For example, voter turnout has plummeted worldwide since the middle of the twentieth century, currently reaching a level well below 70 percent. As such, it seems fair to conclude, as many have done, that the party is – or, should soon be – over. However, within the past decade, a wave of young radical parties on both sides of the political spectrum has sparked a sense of party revitalisation. Podemos in Spain, Movimento 5 Stelle in Italy and SYRIZA in Greece, among others, figure here as prominent examples. These parties have sought to restore the legitimacy of party politics by introducing a number of organisational innovations meant to increase membership participation. Such innovations point to the need for a deeper understanding of how political parties have traditionally organized, and how this new wave of contenders challenge the dominant mode of coordination within party politics. Yet, save for a handful of recent examples, parties

completely escape the analytic gaze of organisation scholars. The purpose of this stream is to remedy this shortcoming.

Stream 29: Public services and the end of knowledge?

Convenors: Steve Courtney, Tanya Fitzgerald, Helen Gunter, Sylvie Lomer, Stephen Rayner and Dorothy Smith

Public services reform in western-style democracies has been premised on the control and eradication of professional judgement regarding knowledge production. Health, security, welfare and education professionals have experienced numerous changes regarding the 'openness' of who they are, their work and how they relate to the public. These include inspection audits, league tables, market relationality from customer recruitment through to professional engagement with feedback data and the inter-relationship of numbers with the standardisation of work and the disciplining of body and mind for effective and efficient service delivery. Professional discretion and judgement regarding knowledge production with and for complex cases are also being removed. This stream will therefore consider the following questions: what approaches to knowledge production are dominant within and for public services?; what knowledges, ways of knowing and knowers are evident in the construction and promotion of these approaches?; what accounts can be produced which describe and articulate the realities of professional practice?; is there an end-of-knowledge trajectory, and what does such a question suggest about social-science research?; what evidence is there of a radically altered understanding of what constitutes data?; and what evidence is there of challenges to the promotion of data over knowledge, particularly through socially just alternative practices?

Stream 30: Queering the future of queer in business, management and organisation studies

Convenors: Chloé Vitry, Olimpia Burchiellaro, Saoirse Caitlin O'Shea and Ludovico Vick Virtù

Queer has been of interest to management and organisation studies (MOS) since at least the early 2000s. Yet beyond these partial and precarious inclusions, it has also harboured its own exclusions, marginalising for instance 'non-Western' epistemologies and voices from the Global South, the complexities of class concerns, and the lived materialities and experiences of gender and sexuality, leading some authors to warn us against the normativities that queer scholarship might create. In light of this, we think it's time to ask some questions - to and for queer and trans people, and questions for academics, activists and allies - about the ways we might 'open' up the future of queer studies in critical management studies. Moving away from more political calls to "queer the business school", we instead wish to explore our personal relationships to queer theory as queer and trans academics in MOS, and (re)visit the lived tensions between straight and queer, critical scholars and the neoliberal university, researchers and the queer community. We are interested in work which offers a 'straight' path with a meaningful end or which wanders about, queers the pitch, bends away from the straight and narrow normative paths and perhaps joyfully loses itself in being queer.

Stream 31: Being open to care, being open about care: working motherhood under neoliberalism

Convenors: Nkechinyelu Edeh, Claire English, Patrizia Kokot-Blamey, Aylin Kunter, Sarah Marks, Sara Masoud and Liz-mari

From an Organisation and Management Studies perspective, much of the existing literature focuses on critiquing motherhood as institution and unveiling the ways in which mothers are side-lined and 'mommy-tracked' as well as being subjected to a substantial motherhood wage penalty, which, in fact, makes up most women's wage gap. Yet women's experiences

of mothering as a site of empowerment are often hidden and silenced and a prominent strategy to cope with the discrimination mothers experience is to enable us to hide our status as mothers. In the university we find that by making policies to promote work-life balance or 'request for flexible working policies' available to anyone without having to give any reason as to why we are making a request, we render their refusal as 'neutral' and based on each 'business case' rather than acknowledging that workers with care responsibilities are more likely to need flexible working arrangements. But to what extent is this strategy denying the centrality of care and what is lost when we hide our status and experience as mothers? O'Reilly (2016) proposes a matricentric feminism, focusing on all those who carry out mother work - who may have come to maternity in a variety of ways - and which acknowledges that becoming a mother is often an important turning point in women's lives, because care - and our relationship to it - is transformational. In this stream we seek to think about ways towards developing an openness towards maternity from this matricentric feminist perspective.

Stream 32: Academic failure: challenging how academic career success is understood, and imagining alternatives

Convenors: Olivier Ratle, Angelika Schmidt, Andrea Mária Toarniczky and Mike Marinetto

Faced with difficulties, frustrations and a general sense of inadequacy, academics can turn to a wide literature geared at helping them adjusting to this reality and achieving a 'successful' career, whether it is in the form of career advice from established scholars, technologies of the self or writing guidance. What these texts generally fail to do is to question and challenge the norms underpinning them – namely, what it means to be a successful academic, and the reasons why one should follow the dominant norms of career success. They also seem to lionise academic success and overlook the sheer ubiquity (and virtues) of academic failure. In the search for excellence and success, there is a reluctance in academe to confront and, dare we say it, even celebrate failure. And we have to admit that success may bring more than we had bargained for. It is not surprising that in recent years, alternative views which challenge those norms have emerged. This has taken numerous forms, such as: documenting the heterogeneity of practices and career projects in the contemporary university; analysing practices of resistance and attempts to lay one's own path; and challenging the culture of speed characterising contemporary academia.

Stream 33: Undermining the fortress of socioeconomic disparities through critical accounting and management research

Convenors: Charlotta Bay, Chris Carter, Laure Célérier, Yves Gendron, Sheila Killian, Claire-France Picard and Eija Vinnari

Through their activities, discourses and practices, organisations both contribute to the spread of disparities and are impacted by it. Within the organisational field, ways of thinking and doing are centrally involved in the production and promotion of an established order that presumes the unavoidable nature of disparities. Concepts of meritocracy and Darwinism are often used to enrol audiences in claims about the inescapable "realities" of neoliberal, socioeconomic life. Further, apparently mundane organisational technologies, such as accounting and risk management templates, are deeply involved in producing a range of representations that quite often (but not always) sustain a neoliberalisation agenda. Importantly, the spread of inequalities is not only a structural phenomenon which is sustained at the macro level; it intertwines with micro processes and local events and practices. Despite advances in understanding how the fortresses of socioeconomic disparities are sustained and reproduced, much remains to be done in developing a thorough understanding of their power foundations, elaborating alternative views of the world, reporting resistance initiatives and analysing the impact of activist agendas aiming to destabilize the order of things. Our stream will involve an interdisciplinary conversation aiming to develop a better understanding of the power foundations of those fortresses,

explore ways to undermine them and reflect on the nature and implementation of alternative worldviews – which may or might be conducive to a fairer society.

Stream 34: Disabling presents, enabling futures? Ableism and the idea of ‘normality’ in the context of organisational and technological transformations

Convenors: Eline Jammaers, Jannine Williams, Mukta Kulkarni, Gemma Bend and Koen Van Laer

Recently, analyses of the ableist nature of organisations and management have provided insights regarding the disabling present of workplaces. These studies have complemented research exposing the way notions of ‘normality’ in organisations are infused with gender, sexuality, ethnicity and age. The notions of ‘normality’ and ‘difference’ are, however, becoming further complexified by organisational and technological transformations that can dis/able the lived experience of employees with diverse backgrounds. On the one hand, recent organisational and technological transformations could improve the productivity and well-being of employees and stretch the number of individuals active in the labour market. These transformations include teleworking or the use of assistive technologies. On the other hand, they also pose risks and can have disabling consequences. For instance, technological changes such as automation can lead to the loss of unskilled jobs, putting employees with diverse backgrounds at risk. Moreover, many of these recent transformations reflect the neoliberal idea that workers are themselves responsible for unlocking their potential and constantly improving their selves. Building on these viewpoints, this stream has two main goals. First, we hope to further discussions on ableism within critical studies on management, organisations and employment relations. Second, we would like to open a debate on whether (and how) organisations and organising can be reimagined despite or in spite of these evolutions, so that they empower people deemed ‘different’ and challenge ableist assumptions in the workplace.

Stream 35: Critical perspectives on transparency, accountability, governance and corruption

Convenor: Audrey Paterson

In the quest to fight systematic corruption, governments in both developed and developing countries have, over the years, undertaken a number of financial management reforms that focus on enhancing financial controls and reporting, and promoting transparency, accountability and governance across all sectors. Whilst the negative impact of the mismanagement of financial resources and corruption within some organisations is evident, what works in addressing such issues is weak. Tackling these issues is a priority for governments in both developed and developing countries. However, establishing what works in different contexts and understanding the interactions and interdependencies between different policy interventions is relatively under researched and poorly understood. Consequently, research into the design and implementation of policies that will have the most impact is needed. This stream is interested in the interaction between management, accounting control and governance in private, public or third sector organisations and their socio-economic and political environments. It asks what it means for societies and organisations to be ‘open, transparent and accountable’ in the 21st century.

Stream 37: Opening up the gender continuum

Convenors: Ilaria Boncori and Saoirse O’Shea

Many organisations nowadays talk about inclusion, which is identified as a core value in strategic plans and corporate objectives. Organisations compete in national and international rankings of inclusion-related charters like Athena SWAN, the Race Equality Charter and Stonewall Top 100 Employers – but are we looking for box ticking exercises, awards or true inclusion? Are these frameworks reinforcing rather than fighting discriminatory practices? In

most cases, practices and understanding in terms of gender identity are still dictated by a heteronormative mind frame translated into a binary system of gender (male vs female) that reinforces discriminating perspectives of people within and outside of organisations. When the gender binary is recognised as a limitation to the understanding of gender identity in more 'progressive' institutions, in most cases gender is still understood as a linear continuum of transitioning between these two gender identities. We argue that the continuum of gender identity needs to be opened up in non-linear ways to understand and value all people in the workplace, including those who identify with transgender and gender non-conforming identities. We recognise the need to open up the gender matrix to account for gender non-conforming identities in their own right – including fluid, non-binary, agender – rather than as in-becoming gender forms suspended in a liminal space of frustrated self-actualisation. We are concerned with how both hetero- and homonormativity may operate as a form of strategic essentialism to reduce, marginalise and exclude identities. We ask how we may work to keep the issue of identity open and inclusive.

Workshop: The pervasive problem of sexual harassment: naming and sharing latest research and institutional action

Convenors: Charlotte Karam, Banu Ozkazanc-Pan, Alison Pullen, Adriana Rampazo, and Juliana Teixeira

NB: PRE-REGISTRATION REQUIRED

Our aim in this workshop is to ask: What is the current climate concerning sexual harassment in our academic institutions in different cultural and geopolitical contexts? What are the related pressing issues from students, faculty and staff perspectives, and what actions are required for institutional change? In this workshop, after a brief introduction to the session, presentations will be given by the convenors to prompt small group discussion of emerging issues. This will be followed by a large group discussion to draw up an action plan of emerging issues within CMS which will then be presented to the International CMS board, the VIDA network and relevant journal boards. The speakers include:

- Charlotte Karam on the disparate legal frameworks that facilitate or impede anti-sexual harassment policies and practices in different academic institutions across the globe.
- Banu Ozkazanc-Pan on the practices and infrastructural developments that academic institutions need to adopt.
- Alison Pullen on the prevalence and reporting of sexual harassment in universities.
- Juliana Cristina Teixeira and Adriana Rampazo on their recent studies which denounce the sexual harassment that occurred in the Brazilian Academy of Administration in the context of postgraduate, undergraduate and academic events.

Workshop: The issues, perils, and opportunities of publishing critical work in mainstream national and international newspapers: learning how to speak the language.

Convenors: Katie Beavan and Alessia Contu

NB: PRE-REGISTRATION REQUIRED

Are you called to change the world and not just to interpret it? Are you an intellectual activist? Do you want to get your voice out in the service of social justice? Are you struggling with the how? Are you afraid of getting your fingers burned? This workshop is designed as a capacity building intervention to help more of us get critical voices into mainstream press ethically and effectively, in ways which speak truth to power facilitating critical reflexivity and stimulating progressive discourses on organisational and social change.

