

Call for papers
Special issue of *Culture and Organization*
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Home

We tend to think of home and work as being separate. Home is the base from which we begin our commute to work and the sanctuary to which we return after a 'hard day at the office.' Home is part of the 'life' that we should nurture if we wish to achieve 'work-life' balance. But this apparently clear distinction between work and home has long been challenged in academic work and in feminist political practice. There has always been work within the home - the unpaid labour of domestic chores, or early 'backyard' manufacturing workshops being two examples. There are larger scale organisations, such as prisons, hotels and university campuses, which function at once as workplaces for some and as homes for others. In this special issue we extend our purview beyond the 'factory walls' and invite contributions which address the links and interplays between work, organisation and home.

Some contributions might address the extension of work into the home. Historically, industrialisation shifted production from the home to the discrete factory workspace, but its pioneers retained an interest in home life, for example with Ford monitoring workers' moral well-being in their 'private' lives, and with Cadbury and Lever Brothers actually building and owning their workers' homes. Computer and mobile networks have made the home once again a workplace through 'telecommuting', 'working from home' and the 'home office,' allowing a return to autonomous cottage industries, and providing flexibility to those in paid employment. Alternatively, such technology is intrusive, allowing work a 24/7 presence within the home, through the curse of 'always-on' email (Gregg, 2011; Mazmanian *et al.*, 2013), or through the ability of employers to monitor our home lives through social media. Such pressures resonate with Grey's (2005) observation that stress is another area where work extends into the home.

Further contributions might focus on aspects of the home which feature in work and organisational life. Corporate campuses such as the Googleplex bring home comforts to the workplace, elsewhere workers themselves personalise their workspace with reminders of home (Warren, 2006). The body, work and emotions debate has previously addressed less tangible aspects of home life which appear in the workplace, for example 'domestic skills' being pressed into the service of workplace profit through 'emotional', 'affective' and 'aesthetic' labour. Arlie Hochschild (2000) has talked, moreover, of the creation of global care chains which comprise of "a series of personal links between people across the globe based on the paid or unpaid work of caring". The example she gives is of "An older daughter from a poor family in a third World country who cares for her siblings ... while her mother works as a nanny caring for the children of a migrating nanny ... who, in turn, cares for the child of a family in a rich country" (page 32). Furthermore, organisations replicate such intangible aspects of home life by creating or contributing to an emotional, cultural or affective sense of home, be this a place of comfort and familiarity, or a more insecure and dysfunctional environment. Here, contributions might draw from the vast literatures on organisational culture, on Foucauldian normalisation, or from more recent phenomenological connections between performativity and 'space as a lived space' (e.g. Tyler & Cohen, 2010), to explore how organisations create identities, loyalties and affinities where people might 'fit in' or 'feel at home' (Ahmed, 2006).

However, such organisational practices also have the power to cast 'othered' identities as alterior and abject, with the subtle exclusionary effects of cultures and group dynamics leaving people simply 'not feeling at home' (Hekma, 1988). Another potential area for contributions thus examines links between work and organisation and notions of 'homelessness', displacement and escape.

Braidotti's (2013) work on nomadic subjects, and Hardt and Negri's (2009) recognition of migration as a powerful form of transgression, suggest areas where homelessness might be viewed as a form of freedom from and creative resistance against dominant social structures. The precarious migrant worker, the expat and the nomadic boundaryless careerist live and work far away from their original homelands or permanent organisational homes. We might also consider diaspora in the organisational context, where an organisation fails and its workers perforce disperse to new 'homes' (Lennerfors, 2013). Contributions might further recognise how organisations themselves have become placeless 'rhizomes' of shifting data connections (Cubitt, 2001), their main external representation moving from a physical home to a set of 'placeless practices' which are connected and co-ordinated through the 'home page.'

We invite papers that deal with these or any other interpretations around the theme of 'home' as it intersects with the study of cultures, organisations and society. Contributions may address the following, but we welcome any creative interpretation of the theme that will allow you to bring your own particular 'home truths' to this special issue:

- The relationship and boundary between home and work.
- Conceptions of home and work domains and related binary distinctions (work/leisure; male/female; rational/emotional; competition/nurturing)
- Distance from work and commuting; social and geographic mobility in finding work; migration and precarious work; ex-pats and cross cultural issues
- Work and home in popular culture
- Work within the home – cottage industries, digital ventures, teleworking.
- Reconfiguring the home space to include workspace – the home office, working from the garden shed or the kitchen table; freelancing; art and craft work
- Work-life balance; stress and organisational issues impacting home life; technology bringing work into the home; flexibility arrangements and managing domestic life within work hours
- Work and management techniques applied to leisure and to manage domestic life (e.g. The Gilbreths and 'Cheaper by the Dozen')
- The home at work – personalising work space; social media bringing home life into work
- Emotions, nurturing and similar 'home' behaviours as part of work and labour; emotional, affective and aesthetic labour; embodiment and feeling at home in the body at work; bring your children to work days
- Gender and sexuality between work and home – unpaid domestic work; the 'domestic division of labour'; gender stereotypes in the workplace; career, home and work
- Organisational homes – corporate headquarters, organisations as homes, corporate campuses
- Organisation and home loyalties - familial culture of Japanese organisations; the 'job-for-life' vs boundaryless careers; organisations as communities
- Feeling at home – identity, familiarity and habituation in the workplace; professional identities and home life; cultures creating a sense of belonging; normalising processes; performativity and 'space as a lived place'
- Not feeling at home – being 'other'; abjection; alteriority; discrimination and exclusion; loss of the home ; alienation, the unhomely (*unheimlich*) and the uncanny
- Homelessness – migration, displacement, nomadology and escape; otherness and other spaces as productive, creative and transgressive

- Organisations as homeless - computer networks and 'placeless' organisations; the 'home page' as the organisational home; 'placeless practices' e.g. open source, virtual organisations; homes within networks
- Indigenous knowledges and translation; the role of mythology and folklore in creating a sense of home; national cultures and identities
- Living in ivory towers – at home in academic work?
- The impact of housing and urban planning policy on home life, work life and society

Submission and informal enquiries

Please ensure that all submissions to the special issue are made via the ScholarOne Culture and Organization site at <http://mc.manuscriptcentral.com/gSCO>. You will have to sign up for an account before you are able to submit a manuscript. Please ensure when you do submit that you select the relevant special issue (**Volume 23, Issue 3**) to direct your submission appropriately. If you experience any problems, please contact the editors of this issue.

The deadline for manuscript submission is **Monday 21st March, 2016**

Style and other instructions on manuscript preparation can be found at the journal's website: <http://www.tandfonline.com/toc/gSCO20/current>. Manuscript length should not exceed 8000 words, including appendices and supporting materials. Please also be aware that any images used in your submission must be your own, or where they are not, you must already have permission to reproduce them in an academic journal. You should make this explicit in the submitted manuscript.

Editorial information

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