Guidelines for the Submission of Short Papers at EGOS Colloquia

New to EGOS? Read the FAQ and important information about the EGOS Colloquia format here

- EGOS FAQs
- Call for short papers

Content of your short paper

- authors' names, affiliations, and email addresses
- purpose of paper
- theoretical background
- research gap
- methodology
- findings and contributions

In addition, it is useful to **indicate clearly how the paper links with the Sub-theme and the overall theme of the Colloquium**, although not all papers need to focus on the overall theme. Creativity, innovativeness, theoretical grounding, and critical thinking are typical characteristics of EGOS papers.

Word count

- **~3.000 words** (including references, appendices, and other material).

Submission deadline

- Friday, January 15, 2027, **12:00 CET**
- The deadline is unchangeable; **extensions cannot be granted**!

Formatting your short paper

- 12 pt, Arial or Times New Roman
- Margin left/right: 2,5 cm
- Line spacing: 1,5
- Use the most recent APA style for your citations, text, and titles
- **Do NOT write your title in ALL CAPS.** As per APA style, use title casing in your paper's title.
- Submit as a PDF file only!

Steps prior to uploading your short paper

- To upload a short paper, you must be a **registered user** on the EGOS Website. The EGOS membership payment is not necessary to submit a short paper!
    - If you are new to EGOS, you need to **register on the EGOS Website**. Click here and follow the instructions. After registering, log in to your MyEGOS account.

Uploading your short paper

You can **upload only one short paper** with your EGOS Member number! However, you may appear as a **co-author in a maximum of TWO further short papers**!

- Log in to your MyEGOS account and click on **Submit your short paper**.
- Fill out the form. As the uploader, you are always the corresponding author.
    - Add all co-authors
    - When you submit, you can tick the re-route checkbox and voluntarily suggest up to two Sub-themes where you feel your submission might also fit well. Re-routing is intended for high-quality submissions that could not be accepted in the chosen Sub-theme. Please note that it is at the sole discretion of the Local Organizing Committee and the Sub-theme convenors: there is no guarantee that your paper will be re-routed to your suggested options or accepted elsewhere. A paper can be re-routed only once.
- If you want to re-upload or edit your short paper because you submitted, you can do so until the deadline.

If you have any further questions, please contact the EGOS Executive Secretariat.



EGOS2027 Games

43RD EGOS COLLOQUIUM Liverpool 8-10 July 2027

Call for Papers

[46] The Role of Organizational Practices in Shaping Workplace Diversity and Inequality

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At the core of seminal research in organization studies lies the fundamental premise that organizations play a key role in generating and sustaining inequality in the workplace (see, for instance, Baron & Bielby, 1980; Kanter, 1977; Reskin & McBrier, 2000; for more recent reviews of such work, see, e.g., Amis et al., 2020; Bidwell et al., 2013; Tolbert & Castilla, 2016).

In this important line of research, many studies have shown that women and racial minorities obtain lower-quality and lower-paid jobs, through processes of job search, recruitment, hiring, promotion, and termination (Fernandez-Mateo & King, 2011; Pager & Pedulla, 2015; Petersen & Saporta, 2004; Reskin & Roos, 2009). Empirical work has found that demographic disparities in the workplace remain even after the adoption of diversity programs, merit-based pay practices, gender-

neutral job advertisements, and the advancement of women and minorities into managerial positions (Abraham, 2017; Castilla, 2025; Castilla & Benard, 2010; Castilla & Rho, 2023; Kalev et al., 2006; Srivastava & Sherman, 2015). Many studies attribute the persistence of inequality to structural factors internal to organizations, such as organizational size and tenure, hierarchical structure, the design/use of job categories, the assignment of tasks, and the choice of job flexibility (Beckman & Phillips, 2005; Chan & Anteby, 2016; Cobb & Lin, 2017; Cohen & Broschak, 2013). In the end, the distribution of resources, power, and opportunities in society cannot be fully understood without paying attention to the role that organizations and their practices play in shaping key individual work outcomes.

Accordingly, the purpose of our sub-theme is to convene a group of researchers who share a concern for advancing our knowledge about the impact of organizational practices on workplace diversity and inequality. In particular, our goal is to discuss innovative research that sheds new light on meaningful theoretical mechanisms that explain how organizational practices affect key employment outcomes—such as hiring, job assignment, wages, promotions, career mobility, training opportunities, diversity programs, and so forth. However, because the nature of organizations and their boundaries are changing so rapidly, considering "organizational practices" in isolation may no longer sufficiently address these issues.

Thus, we also would like to explore the blurring of organizational boundaries, values, and procedures, recent patterns of employee mobility, the increasing use of "market-driven" employment practices, and the use of data analytics and artificial intelligence in the employment domain (e.g., Fernandez-Mateo, 2025). Our goal is to examine how these developments shape new forms of economic and social inequality. This topic is not only relevant for the advancement of organizational theory and research, but it also has practical implications for employees, managers, communities, and society.

We are open to learning from multiple theoretical perspectives, ranging from purely structural or incentive-based accounts of inequality to cognitive and identity-based perspectives on how differential opportunities and inequitable treatment may emerge within organizations.

Some of the topics we would like to discuss include (but are not limited to):

- How do recruitment and selection, training and development, and reward systems within traditional and nontraditional organizations affect individuals' careers in the workplace?
- How do emergent information and other types of technologies (such as online platforms, algorithms, machine learning, predictive analytics, etc.) shape screening, hiring, task/job allocation, and hence individual workplace outcomes?
- How do new organizational forms and employment arrangements (temporary and contingent work, intermediaries, entrepreneurial ventures, etc.) influence the distribution of power in labor markets and in turn workplace inequality?
- What are the (un)intended consequences of old and new organizational practices and routines, as they advantage some individuals or groups while constraining opportunities for others inside and outside work organizations?
- How are recent unprecedented events in societies all over the world also affecting organizational processes and outcomes concerning workplace inequality and diversity?
- How do organizations respond and adapt to the future of work?
- How can organizational practices be designed and implemented to mitigate workplace inequality and increase diversity?

We welcome a broad array of methodologies, from qualitative or quantitative analysis to simulations and experimental approaches. We are also interested in studies across industries and markets, as long as they share a concern for the role of organizational practices in understanding workplace inequality.

By learning from different theoretical and empirical approaches, we believe attendees to this sub-theme will substantially enrich their research agendas within the broad topic of organizations, diversity, and inequality.

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