

CALL FOR PAPERS

“Equal Pay, Wage Setting and the Reproduction of Gender Pay Gaps: A Regional Perspective”

Special Issue: *Journal of Industrial Relations*, Vol.62(4), September 2020

Special Issue Guest-Editors:

Dr Gillian Whitehouse, University of Queensland, Australia

Dr Meg Smith, Western Sydney University, Australia

- **The Objective/Aim of the Special Issue**

The aim of this special issue is to investigate the extent to which the notion of ‘equal pay for work of equal value’, as expressed in the International Labour Organization’s 1951 Equal Remuneration Convention (ILO100), has informed approaches to gender pay inequality in culturally and institutionally contrasting countries in the Asia/Pacific region. In particular, it will focus on the advanced economies of East Asia (China, South Korea, Japan) and the divergent Antipodean experiences of Australia and New Zealand. The rationale is to extend understanding of the barriers to gender pay equality by drawing lessons from countries that are less commonly studied and compared in relation to these issues, but that have both geographic proximity and sufficient economic similarity to enable meaningful comparison.

- **The Scope, Themes and Topics to be Addressed by the Special Issue**

The scope of the special issue is defined by its regional orientation and (as indicated above) the set of countries within the region that permit most meaningful comparison. The central theme of the special issue will be the contrasting ways in which institutional frameworks for wage setting and gendered approaches to work value impact on the nature and extent of gender pay gaps in these countries. Specifically, the focus will be on the capacity to redress the undervaluation of work typically undertaken by women, given its persistence as a contributor to the reproduction of gender pay inequality.

The special issue will thus be a collection of country case studies that illustrate similarities and differences in the way these issues have been addressed or sidestepped. Topics to be addressed in the country cases include the extent to which the principles underpinning ILO100 have been integrated into legislative measures and wage setting processes, the

notions of value that have informed wage setting norms and practices historically and in the contemporary context, and the gendered implications of these processes.

- **Special Issue Workshop and Process**

A workshop to refine papers selected for submission to the special issue will be held in Sydney in **July 2019**. Questions related to the content and logistics of this workshop should be directed to the organisers (see contact details below).

While participation in the workshop is not a mandatory condition for submissions to this special issue, we strongly encourage it. **Abstracts of between 500-1,000 words should be submitted to the Guest Editors** (see contact details below), **by 4th February 2019**. The abstracts should clearly outline the aims, method and significance of the proposed paper to be submitted for consideration. The organisers aim to advise the authors if their abstract has been accepted by **18th February 2019**.

- **Special Issue Timeline**

- 4 February 2019 – Abstracts to the guest editors
- 18 February 2019 – Confirm acceptance of abstracts and invitations to submit full papers
- 28 June 2019 – Draft papers to guest editors in advance of workshop
- 3 July 2019 – Workshop at Western Sydney University (Zoom facilities will be available for those unable to travel to Sydney)
- 20 October 2019 – Full paper submission to the guest editors for peer review
- 30 April 2020 – Accepted papers to be finalised/submitted online to the [JIR](#)
- *Publication of special issue, JIR Vol. 62(4), September 2020.*

- **Contact Details:**

- **Organisers and Special Issue Guest-Editors:**

- Dr Gillian Whitehouse
University of Queensland, Australia
Email: g.whitehouse@uq.edu.au
- Dr Meg Smith
Western Sydney University, Australia
Email: meg.smith@uws.edu.au
- **Journal of Industrial Relations**
 - JIR Editorial Office
Email: business.jir@sydney.edu.au

- **JIR Manuscript Guidelines for Contributors – Summary:**

- The length of the full manuscript (including references, tables etc.) should be around 10,000 words (max). *Please note that it would not be possible for us to consider papers for publication unless they are within the standard length (so longer papers are not possible to publish nor is a large number of tables/figures possible to include).*
- The anonymised manuscript should include a separate title page: with the author(s) affiliation and full contact details: full name of author(s), institution, postal address, email address, phone and fax numbers (noting the corresponding author). Authors to also provide a brief biographical note (100 word limit/author) to the title page.
- The manuscript should include a brief abstract (150-200 words) and keywords (4-5 words).
- The manuscript should follow the Harvard (author, date) system of referencing, with 'endnotes' (if necessary and kept brief) rather than 'footnotes'.
- For the full JIR submission guidelines and style guide, please consult the JIR website at <https://journals.sagepub.com/home/jir>

- **JIR Online Submission Process:**

The *Journal of Industrial Relations (JIR)* is hosted on SAGE Track, a web based online submission and peer review system powered by *ScholarOne Manuscripts*. Simply visit <http://mc.manuscriptcentral.com/jir> to login and submit your article online.

How to submit a manuscript to the JIR online?

Navigate to the JIR's *ScholarOne Manuscripts* site at <http://mc.manuscriptcentral.com/JIR>

1. If you are not already registered, you will need to register with the system first to submit a manuscript.
2. To register, click the **Create Account** tab for new users.
3. Supply the requested information.
4. You will need to enter information in fields marked with a "req."
5. Please take note of the user ID and password you create, for future use to log into the system.
6. Once your account is created, click the link to log in.
7. To submit a manuscript, click the **Author Center** link, and then select **Click here to submit a manuscript**.

IMPORTANT: Please check whether you already have an account in the system before trying to create a new one. If you have reviewed or authored for the journal in the past year it is likely that you will have had an account created.

For more information on the JIR guidelines, and to 'sign up' to contents alerts and free e-access to table of contents and abstracts, please visit the JIR homepage at: <http://journals.sagepub.com/home/jir>