

CALL FOR PAPERS: SPECIAL ISSUE OF *ORGANIZATION*

**Advancing Research on Violence: Implications for Contemporary Organizations,
Societies and Marginalized Groups**

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Various aspects of violence are discussed across diverse disciplines and literatures (e.g., Bauman, 1989; Butler, 2004; Freeman, 1995; Lentin, 2016; Maine, 2022; Walby, 2012), including management and organization studies (MOS) (e.g., Abdelnour and Abu Moghli, 2021; Ahmed, 2024; Bloomfield et al., 2017; Chwastiak, 2015). However, understanding the contexts in which violence emerges—whether in everyday versus extreme situations or in the Global South versus Global North—and how violence is organized, nurtured, and perpetuated over time requires significant advancement (Chowdhury, 2019; Said, 1978; Walby, 2012; Habiburrahman and Alamgir, 2023; Varman and Srinivas, 2023). This is because the nature of organizing violence and the conditions in which it develops often change, sometimes slowly and other times dramatically, due to socio-political, ecological, or human-made decisions, disputes, or conflicts. Consequently, violence in all its visceral forms—e.g., physical, and psychological injury, abuse of power, destruction, suppression, oppression, and sanctions—intersects with the ideologies, mentalities, and sentiments of individuals and organizations, as well as with socio-political and economic functionalities and performances (cf. Chowdhury, 2022; Spivak, 1988).

Against this background, the special issue aims to advance MOS by expanding on the relevant concepts, dynamics, and impacts of violence within the current globalized context. This context is often interconnected or interlocked, complex, and characterized by diverse conflicting interests (Chowdhury, Sarasvathy and Freeman, 2024). Specifically, we argue that we need more research on violent dispossession that perpetuates segregation and silencing in diverse societies around the globe, posing obstacles to the development and freedoms of marginalized groups. For example, due to the insufficient representation of perspectives from marginalized individuals and groups, our understanding lacks the requisite clarity to effectively challenge and address the systems of violence that disproportionately impact those who are economically and politically marginalized (e.g., Ahmed, 2024; Chowdhury, 2019, 2021; Habiburrahman and Alamgir, 2023). Such work is vital given that disparities and discrimination, insecurities, and psychological disorientations of various marginalized groups are recognized as entrenched in structural conditions of contemporary societies.

Also, we turn attention to violence mindful of the increasing public awareness of struggles and movements. These include, but are not limited to, violence in, around and of the Black Lives Matter and Me Too movements, Arab Spring, Pro-Palestine encampment protest in college campuses, issues related to empire, organizing occupation and illegal settlements, genocides,

massacres, large-scale displacements resulting from both forced and voluntary circumstances such as war, the state persecution of ethnic-minority communities, famine, hunger, state-sponsored corporate or (private) military brutalities, foreclosure of civil and bodily liberties, climate-related humanitarian disasters, and other fundamental issues for survival and liveable lives, where power relationships and organizational dynamics play a formative role (Bloomfield et al., 2017, Derakhshan, 2021; Rhodes, 2021; Zanoni and Mir; 2021; Mir and Toor, 2023; Habiburrahman and Alamgir, 2023).

From this viewpoint, some studies explicitly illustrate the co-dependencies among contemporary social, organizational, and economic relations, particularly evident in the nexus between militarism and corporate capitalism in the global production networks or in the global supply chain for mining and apparels and reflect neocolonial forms of business and trade predicated on exploitation and extraction (Alamgir et al., 2022; Enloe, 2016). These studies unveil how social, economic, and organizational exclusion are historically structured and institutionally maintained (Alamgir et al., 2022; Pal, 2015; Mir and Toor, 2023). Such patterns imprint into predatory divisions of global labor, often characterized by gendered and racialized dynamics (Christian, 2016; Coe and Yeung, 2019). These divisions are intimately connected to socio-cultural and colonial histories, giving rise to violent epistemic regimes surrounding race, ethnicity, gender, and caste (Chowdhury, 2022; Habiburrahman and Alamgir, 2023; Hearn, 1994; Varman et al., 2023; Zulfiqar and Prasad, 2022).

For example, recent research traces the colonial legacies behind digital financialization and surveillance capitalism. These mechanisms are employed to exercise novel forms of imperialism on the Global South, simultaneously providing governments in these regions with means to surveil their own citizens, which often results in violent outcomes (Zulfiqar, 2023). Such discussions resonate with broader concerns surrounding how space and time generate interlocking systems that connect flows of capital, people, and spheres of oppression (Butler and Spivak, 2007; Massey, 1994). Invariably we recognize a profound entanglement between structural, systematic, genocidal, and symbolic violence shaping organizational and societal conditions that enable acute or direct forms of violence (Habiburrahman and Alamgir; 2023; Chowdhury, 2022).

Moreover, the concept of violence in, around and of organizations encompasses various factors such as imposition and non/mis recognition, all considered integral elements of the dynamics within which organizations operate (Chowdhury; 2021; Costas and Grey, 2019). This violence is deemed “inherent to and has been consistently encouraged by the capitalist mode of production” (Chertkovskaya and Paulsson, 2021: 405). Such concern with violence as a feature—or even necessary condition—for organizational life is underwritten by contemporary accounts across different levels of organizational and socio-economic contexts (Gray and Kish-Gephart, 2013; Pawlak, 2022; Tyler and Vachhani, 2021; Varman and Srinivas, 2023), and through different functional areas, such as leadership (Robinson and Kerr, 2009; Varman and Al-Amoudi, 2016) and organization of corporate violence by organizing dispossession and displacement (Chowdhury, 2021; Pal, 2016). The above factors may also contribute to further racial, domestic, sexual, and gendered (including aspects related to LGBTQIA+) violence, at both individual and organizational levels.

Hence, further articulation and conceptualization of the dynamic tensions between organizing and violence is essential. This is particularly relevant for situated critical analyses of violence, which can overlap—normative (Butler, 2004; Haleem, 2019; Varman and Al-Amoudi, 2016), systemic (Žižek, 2008), symbolic (Kerr and Robinson, 2016; Kerr, Robinson and Śliwa, 2022),

and insensitive (Chowdhury, 2019). For example, systemic violence may encourage sexual, domestic, and gendered violence, while normative violence helps solidify and justify such violence for normalization purposes. In this process, symbolic violence may indirectly and subtly promote patriarchy and masculinities, fostering insensitivity and mental wounds in both normal and extreme situations, and enabling elite actors (e.g., corporations and researchers alike) to be complicit in these practices (Chowdhury, 2022).

Therefore, it is crucial to consider who is being exploited and oppressed, who is perpetrating the exploitation and oppression, and the specific organizational and socio-economic context in which this violence is inflicted and experienced. This requires researchers to conduct self, cultural, political, historical, and relevant critical analyses, accounting for their positionalities and privileges across different geographies. This grounding aids in understanding the vulnerabilities of research participants and in countering epistemic privilege and the politics of non- and misrepresentation (Abdelnour and Abu Moghli, 2021; Chowdhury, 2022; Habiburrahman and Alamgir, 2023; Nagar, 2014).

To achieve this, researchers may need to go beyond traditional reflexive modes of research and advance the idea of an oppositional view that can help them challenge, contradict, and provide alternatives to what dominant institutions demand (Chowdhury, 2019, 2022). For instance, this approach can assist researchers in finding novel ways to analyze the roles of individuals, organizations, states, and institutions in interacting with or contravening national and international legal frameworks, assessing their efficacy and effectiveness in addressing dynamics of violence (e.g., examining the role of the International Criminal Court or ICC and the International Court of Justice or ICJ in relation to genocidal claims on Gaza, Palestine, brought by state actors) within, around, and pertaining to organizational spaces concerned with power and dominance.

OBJECTIVE AND SCOPE

This special issue seeks to stimulate interventions surrounding violence and its consequences (e.g., (non)material, socio-economic, structural, and symbolic) for organizations and organizing, broader societies, and MOS as a discipline. We propose a focus that is (1) intent on encouraging theory building around the mechanisms, conditions, and practices that organize and perpetuate violence, and (2) invested in offering modalities for advancing research on violence.

Specifically, we welcome work that will advance a historically and geographically rich conceptualization of the dynamics of organizing violence in its diverse organizational, political, spatial, and epistemic forms. In the spirit of *Organization*, as well as our interest in examining violence as it is formed and experienced in organizational and socio-economic contexts, we encourage submissions that not only challenge but also transcend disciplinary boundaries. This involves engagement with economics, sociology, philosophy, anthropology, development studies, and other relevant (sub)fields (e.g., cultural studies, critical race theory and marginalized stakeholder theory) to cultivate a multidimensional understanding of violence spanning various levels of analysis and empirical contexts.

We encourage methodological plurality that (1) enables the recognition of multiple voices and representations, including emotional, affective, or embodied modes of knowledge and (2) questions how we can challenge our own positionality and avoid acquiescence in perpetuating or reproducing the very systems and practices of violence that we aim to critique.

Finally, we seek to emphasize that organizations do not act alone to perpetuate violence. Thus, it is equally crucial to study the contexts and networks involving powerful actors such as states, elite NGOs, and corporations to comprehend and explore the nature of violence and violent acts that perpetuate socio-economic disparities, political instabilities, and populism. Such explorations can ultimately enrich our understanding of violence in MOS and equip us with more advanced mechanisms to counteract violence.

Topic guidelines in the form of indicative research questions

- How can we acquire a better understanding of organizational and political contexts or different geographies where (in)visible, (in)sensitive, (non)subjective, (non)systemic and structural forms of violence play significant roles?
- How do different forms of violence influence different actors, such as corporations, NGOs, and state agencies and involve them to engage in actions that contribute to the (re)creation of fertile grounds for violence?
- What epistemic positionalities can we critique, and what oppositional views can we develop to confront systems of violence that disproportionately affect those who are economically and politically disenfranchised, geographically dispossessed, displaced, and deprived?
- How can the above exploration take place within the context of escalating socio-economic disparities, political unrest, warfare, settler colonialism, famine, displacements, and the impacts of climate change?
- What are the theoretical opportunities or alternatives that transgress either the complicit maintenance of violence within the organization's boundaries or the co-optation of emancipatory goals that, while aiming for reparation, may inadvertently involve non/mis recognition of others?
- How do we advance our understanding and the process of inquiry about modalities of violence within research processes when such violence is intricately connected with liberal knowledge regimes that produce and endorse meta-insensitive narratives?
- How are the conditions of contemporary organizational violence (e.g., ontologically, epistemologically, and empirically) different from colonial mindsets and violence? Why do these distinctions exist, and what actionable steps can be taken to address them?
- How do we make violence matter as an affective, corporeal, and material phenomenon deeply embedded within organizations and societal structures, connecting bodies across time and space as well to other bodies, objects, or artefacts?
- What methodological infrastructures serve to help us to explore the implications and consequences of violence? How can we shift away from existing methodologies that implicitly or explicitly embody violent tendencies and restrict human potentials, peace, and social justice?
- How can powerful actors (e.g., states, legal authorities, multinational corporations, elite NGOs, and international organizations) devise fair mechanisms to eradicate violent ideologies and practices from organizations and societal settings (e.g., this can include the dominance of the UN Security Council and the functioning of veto system)?
- How can multilateral bodies like the ICC and ICJ be reformed to act independently, ensuring that their verdicts are implemented promptly for immediate peace and justice?
- What mechanisms, strategies, or practices marginalized groups can adopt to counter different modes of violence? What alternatives are available or can be cultivated in their existing socio-economic and political spaces?

SUBMITTING YOUR PAPER

Papers may be submitted electronically from **1 July 2025 until the deadline date of 1 August 2025** to SAGETrack at <http://mc.manuscriptcentral.com/organization>, indicating the special issue in the system. Papers should be no more than 10,000 words, including references, and will be blind reviewed following the journal's standard review process. Manuscripts should be prepared according to the guidelines published in Organization and on the journal's website: <https://uk.sagepub.com/en-gb/eur/manuscript-submission-guidelines>

Authors can send their informal enquiries relating to the special issue to the guest editors:

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PRE-SUBMISSION ENGAGEMENT OPPORTUNITY

Three of the guest editors will host a sub-theme at the European Group for Organizational Studies Conference 2025 (EGOS), titled "Violence and Creativity in, around, and of Organizations: Implications for Societies and Marginalized Groups." Potential contributors can submit their papers to this sub-theme for greater engagement and discussion related to the special issue topic. However, submission to the EGOS sub-theme is neither a prerequisite for the special issue nor does it guarantee publication in the special issue.

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