The recognition that gender is not just about women is of crucial importance and one that is of particular interest in this track. A more egalitarian society implies an improvement not only in women’s, but also in men’s lives. Thus, our aim in this track is to bring together recent thinking on men and masculinities in organizations. Connell’s (1995) concept of hegemonic masculinities, referring to practices that are dominant in a given time and context, has been widely adopted by organization (gender) scholars. Particular types of masculinities thrive and flourish in globalized and more competitive organizations (Collinson & Hearn 1994; Tienari et al. 2010; Lund 2015). These ‘global business masculinities’ are marked by a lessened sense of responsibility for others, and a heightened capacity to cope with pressure, to be competitive and to make a profit. However, irrespective of the masculinities that are ideologically hegemonic, men practice multiple ‘types’ of masculinities, some of which are not hegemonic.

The Nordic region is experiencing a new opportunities arising from the advancement of more caring and inclusive masculinities (Anderson 2009) which allow men to be more sensitive, able to understand and express their emotions and care more for themselves and their families. However, this might result, not in de-gendered career trajectories and diminishing gender gaps, but in new types of modernized masculinities (Aarseth 2011; Bloksgaard et al. 2015) in which new attainment of emotional capital is fused with instrumentality and competitiveness, i.e. the ability to use emotional capital to attain other aims (Illouz 2007). In this track, we are interested in the multiple ‘types’ of masculinities men practice in organizations, and not least the possibilities and the contradictions these involve in terms of furthering social justice, including gender equity.

We invite theoretically informed empirical contributions including but not limited to the following themes, which may also overlap:

- Masculinities and gender equality in the ‘father friendly’ welfare state
- Masculinities and neoliberal capitalism
- Masculinities, sexuality, class and/or race and ethnicity in organizations and leadership
- Masculinities in and across national and organizational variations in Scandinavia
- Emotional capital and masculinities in working life
- Feminist masculinities in organizations
- Transmen: embracing, rejecting, transgressing masculinities?