(**1**) **Title**

*Digital technology and gender dynamics in the workplace in Southeast Asia*

(**2**) **Convenor**

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(**3**) **Proposal**

**(i) Chosen format**

* *Laboratory*
* *based on pre-circulated short papers*
* *Proposed number of participants: 6-8*

This laboratory serves as a scholarly exchange on the topic and as preparation for a special issue. Participants are expected to submit an essay of 3000 words by 01 July 2024. The laboratory allows for an intensive exchange on the respective contributions; the contributors summarise their contribution in 10 minutes, and 30 minutes are dedicated to discussion. Towards the end of the conference, the results of the laboratory will be presented to a wider audience.

Participants should be prepared to revise their contributions after the conference to be considered for inclusion in a special journal issue. When submitting an abstract for this laboratory (max 300 words) to the convenor, please address the paper’s main aim(s), conceptual framework, method(s) used, and key findings.

**(ii) Laboratory description**

Digital technology is not impartial to gender. Recent research has highlighted that the introduction of digital technology in the workplace affects women more strongly than men, resulting in a greater number of days unemployed and lower working days (Genz and Schnabel 2023) and that “being a woman does make one less likely to be digitally included” (Galpaya and Zainudeen 2022, 4). In Southeast Asian countries, women have been more vulnerable to job losses during the COVID-19 pandemic, and policymakers have been asked to address digital gender inequalities as a key to promote more inclusive, economically thriving economies (Sey 2021, 34). COVID-19 has often acted as a magnifying glass that has reinforced existing inequalities. It has strongly transformed the way in which digital technology is used at the workplace. One of the consequences was the accelerated adoption of remote work, which brought with it the challenge of reconciling family care work with employment.

This laboratory explores the interplay between digital technology and gender dynamics in Southeast Asia's workplace landscape.

Potential laboratory participants are encouraged to submit original work related (but not confined) to the following areas:

* How have existing gender inequalities been reinforced by digital technology in Southeast Asia? To what extent can parallels and differences be identified across national borders?
* How do everyday narratives, visual material, and social media reveal insights into the diverse ways in which gender dynamics interplay with digital technology at the workplace?
* How can digital technology be leveraged to promote gender equality in Southeast Asia’s workplace landscape, and what are the key challenges to achieving this goal?
* Which impact does remote working and the use of various digital tools have for gender dynamics in different and across Southeast Asian countries?
* How have digital technologies changed the gendered workplace in different work areas such as office work, industrial manufacturing, and agricultural production?
* How do digital spaces hinder or promote emotional wellbeing?
* Which impact do digital technologies at the workplace have on gender diversity?

**References**

Galpaya, Helani and Ayesha Zainudeen. 2022. Gender and Digital Access Gaps and Barriers in Asia: But What About After Access? UN Women Expert Group Meeting ‘Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls’ 10-13 October 2022. [EP.2\_Helani Galpaya.pdf (unwomen.org)](https://www.unwomen.org/sites/default/files/2022-12/EP.2_Helani%20Galpaya.pdf).

Genz, Sabrina and Schnabel, Claus. 2023. Digitalization is not gender-neutral. Economics Letters 230. <https://doi.org/10.1016/j.econlet.2023.111256>.

Sey, Araba. 2021. Gender Digital Equality Across ASEAN. ERIA Discussion Paper Series No. 358. [Gender Digital Equality Across ASEAN (eria.org)](https://www.eria.org/uploads/media/discussion-papers/Gender-Digital-Equality-Across-ASEAN.pdf).