

Track 3: Diversity Management in Asia and the Middle East

Track chairs

Jawad Syed, University of Kent, Email: j.syed@kent.ac.uk

Faiza Ali, Macquarie University, Email: fali@efs.mq.edu.au

Track outline

Unprecedented economic growth of countries such as China and India has drawn scholarly attention to management issues in the Asian context. However, it is well documented that countries in Asia as well as in the greater Middle East do not enjoy a common approach to management. Diversity management in Asia and the Middle East remains a novel and under-studied subject. Furthermore, the evidence of diversity management practices across Asia and the Middle East appears divergent. A similar pattern of divergence in diversity management practices is observable in Europe and America. As diversity management is an expressly Western management concept, papers in this stream will explore diversity management in the Asian and Middle Eastern geography.

In this stream, we are interested in research or practitioner oriented papers examining the unique context, codes and processes of managing equality, diversity and inclusion in Asia and the Middle East as well as in Asian or/and Middle Eastern diaspora throughout the world. The stream is interested in papers which can provide a critical and evidence based understanding of diversity management in that territory. This stream will be attractive for researchers and postgraduate students who wish to understand the methodological and thematic idiosyncrasies of researching on diversity management in organisational settings.

Papers are invited from academics and practitioners who work in the area of equality and diversity, including but not limited to the areas of religion, age, disability, race/ethnicity, gender, sexualities and from a range of national contexts. We invite papers that deal with these issues either in a single country or in a comparative perspective. Papers could include reflections on:

- State institutions of diversity and equality: governance, local authorities, equality commissions, third sector/not for profit organisations, funding regimes including potential country specific differences in affirmative action, statutes, and laws.
- Activism and the politics of diversity and equality: insiders, outsiders, social movements, communities, activist organisations, boundary work.
- The bureaucratisation and technologies of diversity and equality: audits, equality measures, monitoring, policy documents, corporate plans, targets, equality standards, diversity training, and other organisational initiatives.
- Diversity and equality formations: regional and national anti-racism, corporate diversity, femocracies, office reform movements, and state equality practices.
- The professionalisation of diversity and equality: credentialisation, equality consultancy, the expertise of equality practice, equality professionals and competences.

- Discriminatory practices and policies of unequal employment prevalent in countries of the region, their influence on the stigmatised, and coping mechanisms

Key words

Diversity, Equal Opportunity, Asia, Middle East, China, India, Arab countries, Muslim majority countries.