# Organizing Inclusion: Beyond Privileges and Discrimination

# 7th Equality Diversity and Inclusion Conference 2014

# 8-10 June, Munich, Germany

**Stream: Dis/abilities and inclusion at the work place:**

**What can we learn from intersectional research for inclusive employment strategies?**

**Stream chairs:**

# Dominik Baldin, MPI for Social Law and Social Policy, Technical University Munich. Germany, baldin@mpisoc.mpg.de

Conxita Folguera, Universitat Ramon Llull, [conxita.folguera@esade.edu](mailto:conxita.folguera@esade.edu)

Caroline Richter, Ruhr University Bochum, Germany, caroline.richter@rub.de

**Stream outline:**

The inclusion ideal proposed by the UN Disability Rights Convention calls for a full access to the labour market regarding people with disabilities, i.e. free choice of employment and the right to further education and training. From an organisational perspective, these new demands on the level of legitimacy result into new requirements for the legitimacy of strategies, structures as well as practices.

In particular, HRM-strategies such as recruiting, training and promotion or knowledge transfer are thus put to the test. Organizational policies do not only need to provide access on the physical level but must also change in their organizational practices in regard to labour. According to this, working time regulations or professional everyday communication must be reviewed, changed and expanded. This raises the question, how such a Change Management towards an Inclusion Management can be done successfully. After all, many different, sometimes even highly individualized, perspectives and needs can be found on the various hierarchical and personal levels of work and participation. Affirmative strategies and privileges, which ontologise the concepts of disability and skills, are criticised for their groupism and positive discrimination. Especially, intersectional, gender and race research with a long standing tradition take part in this critical discussion of affirmative action.

For a long time, disability has been neglected in the intersectional research; even until today, the focus in most articles lies on the classical triad of sex-class-“race”/ethnicity. At the same time, disability studies open only slowly up for intersectional approaches, so that here as well just little insights are available. Experiences and findings in this area, however, would be of great interest in regard to the reflection, debate and development of the inclusion of disabled employees. For consequences following disabilities, chronic diseases or aging workforce also have implications for the management of work organization.

Therefore, we invite to this stream practitioners, experts and qualitative or quantitative focused researchers to share their notes, experiences, concerns and recommendations for the inclusion of people with disabilities into the general labour market and to discuss the topic beyond privileges and discrimination:

* What does it mean to abandon the term “disabled” and to focus systematically on the “enabling” by and within organizations and institutions? Following this: What are implications of preventive and interventional or stimulating policies?
* Where can the call for inclusion of disabled employees be located: as a business case or a normal response to societal change?
* How can management strategies and practices, based on the (seemingly) objective merit principle, be used and modified in order to promote inclusion?
* In how far have state imposed labour legislation laws in relation to other diverse attributed groups proved to be successful?
* How do recruitment and training strategies as well as working conditions and policy measures at the occupational and sectorial levels influence the employability of handicapped workers?
* Which insights, i.e. from knowledge transfers, can be applied and used for the topic of inclusion?
* To what extent does the visibility or invisibility of a disability influence whether an organization acts enabling or disabling?

**Keywords:** dis/ability, intersectionality, employment, management and organizations, inclusion

**Abstracts/papers**

EDI Conference and stream chairs welcome three forms of paper submissions to regular streams:

* Extended abstract: Customarily an extended abstract should be approximately 300-500 words including references. This is suitable for policy, intervention or research in its early stages of development.
* Developmental papers: These should be approximately 3.000-5.000 words, including references.
* Full papers: These are longer contributions approximately 5.000 words including references.

Abstracts and papers should be submitted electronically at: http://www.edi-conference.org/index.php, or can be sent directly to Dominik Baldin, Conxita Folguera and Caroline Richter

All submissions to the EDI conference should be original pieces which are not published elsewhere in any other form. Stream chairs may organise the sessions in different ways. However, in general, paper presentations at the conference will be a maximum of 20 minutes long, with 10 minutes for questions and discussion. Data projectors will be available in each conference room.

**Important dates**

* Abstract/developmental/full paper submission (first versions): 15 January 2014
* Response to authors (acceptance, acceptance with revisions following developmental feedback, rejection): 28 February 2014
* Deadline for full papers: 15 April 2014
* Best paper nominations and submission of best papers to the relevant associated journal (as agreed by submitter): 1 May 2014

**References**

Barnes, C., Mercer, G. (2005): “Disability, work and welfare: challenging the social exclusion of disabled people”, Work, Employment and Society, Vol. 19 (3): 527-545.

Burman, E. (2004): From difference to intersectionality: challenges and resources. European Journal of Psychotherapy, Counselling & Health, Vol. 6 (4): 293-308.

Crenshaw, K. (1989): Demarginalizing the Intersection of Race and Sex: a Black feminist Critique of Antidiscrimination Doctrine. Feminist Theory and Antiracist Politics. University of Chicago Legal Forum, Vol. 139: 139-167.

Davis, K. (2008): Intersectionality as buzzword. A Sociology of science perspective on what makes a feminist theory successful. Feminist Theory, Vol. 9 (1): 67-85.

Foster, D., Fosh, P. (2010). “Negotiating ‘difference’: Representing disabled employees in the British workplace.” British Journal of Industrial Relations, Vol. 48 (3): 560-582.

Kaye, H.S., Jans, L.H., Jones, E.C. (2011): “Why do not employers hire and retain workers with disabilities”, Journal of Occupational Rehabilitation, Vol. 40 (4): 359-383.

McCall, L. (2005): The Complexity of Intersectionality. Signs, Vol. 30 (3): 1771-1800.

Meekosha, H. (2006). “What the hell are you? An intercategorical analysis of race, ethnicity, gender and disability in the Australian body politic”. Scandinavian Journal of Disability Research, Vol. 8 (2-3):161-176.

Riddell, S. Edward, S., Weedon, E., Ahlgren, L. (2010): “Disability, Skills and Employment: a review of recent statistics and literature on policy and initiatives”, Equality and Human Rights Commission Research Reports series, EHRC, Manchester.

Russo, N.F., Jonsen, M. (1988): „Woman work and disability; opportunities and challenges“, in: Fine, M., Asch, A. (Eds.): Women with Disabilities: Essays in Psychology, Culture and Politics, Temple University Press: Philadelphia, 229-244.

Swain, J., French, S., Barnes, C., Thomas, C. (2004): Disabeling Barriers, Enabling Environments, 2nd ed., Sage: London.

Thomas, C. (2007). “Disability and gender: Reflections on theory and research.” Scandinavian Journal of Disability Research, Vol. 8 (2-3), pp. 177-185.

Williams, J., Mavin, S. (2012). “Disability as constructed difference: A literature review and research agenda for management and organization studies”. International Journal of Management Reviews, Vol. 14: 159-179.

Wilson-Kovacs, D., Ryan, M.K., Haslam, S.A., Rabinovich, A. (2008): “Just because you can get a wheelchair in the building doesn´t necessarily mean that you can still participate: barriers to the career advancement of disabled professionals”, Disability and Society, Vol. 23 (7): 705-717.