

Contemporary Issues of Equality, Diversity and Inclusion in French-speaking countries

Stream Organisers:

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Stream outline:

France is something of an outlier when it comes to diversity, equality and inclusion. Dominant in France, is an approach which stresses equality of right as the only legitimate means to fight discrimination and forbids positive action in the area of ethnic origin. However, pressure groups defend the idea that ethnic diversity should be actively sought and promoted through positive action types of policies, as it is in many English-speaking countries such as the USA, Canada and the United Kingdom. Yet, France displays an array of contrasted policies and practices, where managing by quotas for disabled persons sides with colour-blindedness when it comes to ethnicity. It has also, relatively early, introduced a binding (though mildly implemented) legislation about the monitoring of gender (un)equality in firms with 50 employees or more. Quebec has gone further along the line of fostering gender equality at work. In Belgium, French-speaking Walloon has developed a distinctive approach to that followed by Flanders, and Belgium, has also distanced itself from French influence, by actually taking the lead on many EDI issues in comparison to France, with a variety of initiatives. Most French-speaking countries (other than France) are themselves part of a larger multi-cultural nation and have developed an approach and debates about EDI which radically differ from the 'French' approach and debates.

This stream invites paper in English or in French, about these (and other) contemporary issues of diversity, equality and inclusion in French-speaking countries. This stream should highlight the variety of theoretical approaches, debates, policies and corporate practices in the French-speaking world. Papers may be 'all-encompassing', that is, addressing a broad range of diversity dimensions, or focused on specific dimensions of diversity. They may be theoretically or empirically based.

Possible themes include:

French as a majority nation or French as a minority; comparing/contrasting countries between each other; contrasting the 'French-speaking approach' with other approaches in countries where French speakers are themselves a fraction of the population; the contrasting policies in different diversity areas; EDI practices in the area of gender, origin, disability, age, sexual orientation.

Keywords:

French; equality of rights; positive action.

Publication plans:

A special issue in the journal, Equality Diversity and Inclusion (Emerald Press), provided the authors provide an English-speaking version of their paper.