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***Gender/Class/diversity struggles? The resistance of employees in Hard Work***

The prism of resistance portrays those employed in low-quality jobs or those exposed to in-employment poverty as having the will, the power and the skills to be active agents in their lives, and to resist their employment conditions as well as resist their poverty. Already in the 1970s, Fox Piven and Cloward pub­lished their monumental Poor People’s Movements: Why They Succeed, How They Fail (1971), in which they documented the collective political actions taken by people in poverty to change policies regarding poverty. Arguing for a more individual level implicit level of resistance Bettina Aptheker (1984) articulated women’s resistance as any form of action directed at enhanced access to resources. Since then scholarship on resistance has elaborated the notion in several directions separating between at least three levels of resistance summarized by Oppenhaim-Shachar (2017) as following: Self-defeating *resistance* or resistance for survival; Conformist resistance; and, *resistance* for liberation or collective *resistance* generating social change. Several recent projects that followed resistance as led by unions, have given rise to the possibility to see resistance and analyse it as emerging within specific intersections of gender/class/ethno-national-race social locations. These include *Our Unions Our Selves* which describe women’s unionization projects that are organized on the basis of gender and class rather than on the basis of a specific workplace; Other projects have followed struggles that were based on an occupations rather than a workplace like [*Employee Voice in Practice: Aged Care in Australia and New Zealand*](https://link.springer.com/chapter/10.1007/978-981-13-2820-6_10)*.* Another project focused on resistance in the context of public procurement of services *Trapped in Resistance: Collective Struggle through Welfare Fraud in Israel* indicating how crucial is the country level institutional context to possibilities of resistance. We are therefore interested in developing a theoretical perspective that grounds resistance in specific cultural and political contexts giving rise to the possibility of examining resistance as crucial for understanding processes enhancing equality, diversity and inclusion from a perspective that investigates it as emerging within the recursive relationship between structure, culture and agency. This stream invites papers dealing with varied expressions of resistance in the lives of those exposed to low quality jobs where remunerations are low and labour conditions are bad even when feelings created by service and caring relations may be positive. Options topics are:

* Individual level resistance
* Women’s unions in specific regions
* Intersectionality and resistance in struggles to improve quality of jobs
* Cleaning employees’ resistance (‘Justice for Janitors’)
* Resistance in the context of public procurement