

Call for Papers

**Making the Difference –
Diversity, Inequality, and Intersectionality in Theory and Practice
Special Issue of the Journal *Equality, Diversity and Inclusion*
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Since the breakdown of socialist systems, all modern societies can be understood as effectively capitalist societies and hence revived in a stark form the confrontation and tensions between the original principle of formal equality expressed in bourgeois philosophical ethics and the ultimate outcome of ever greater economic inequality (between nations, groups, and individuals).

Historically, the economic order has been grounded in the division between domestic labour and gainful employment (work); and as well on ownership relations manifesting inequalities between class, gender, and ethnic groups within the state, and between rival nation states within a system of international dependencies. Empirically, these orders of inequality are exhibited within the social order, for example in the subordination of private households to the economy as a whole, in the unequal value ascribed to differing economic sectors and in the societal position of individuals.

The bourgeois order of modern societies found its source in the postulate of (individual) equality. The late 18th century values of the French revolution, liberty, equality and fraternity define the modern subject. Meritocratic principles were without doubt implicitly applied only to males of the Commons. Other segments of society were not only legitimated by discourses of difference, but also excluded. Today the postulate of equality is formally extended to all citizens as individuals, who can or should have - in consideration of all their diversities - formally equal, sometimes however graded rights, at least when they move legally within the nation state.

The challenge to modern society, indeed to modernity itself, is to restate and revitalize equality, as a principle which unceasingly challenges the emergence of hierarchy in practice. The discourse of meritocracy is consistently under challenge, in so far as its efficiency was closely tied to the order of economic inequality, and to the fact that who was not able to live up to the principles of efficiency, was latently excluded.

The tension between difference and inequality will be the central focus of this special issue. The tripartite theme of "Diversity, Inequality, and Intersectionality" has become the focus of many recent research strands. Within this theme, a threefold challenge can be identified:

Epistemologically, it needs to be decided how to conceptualize the tension between difference and inequality. In particular: *When is it appropriate to discuss difference versus diversity versus inequality? Does the concept of "Intersectionality" adequately grasp the overlap of differences and inequality?*

Theoretically, the question is, how (in a society which is premised on equality but shows persistent tendencies towards inequality), diversity and inequality, difference and hierarchy, are logically connected but also are historically disintegrated or detachable. A special focus should be placed on the sphere of employment/work. The question here is: *How far is diversity in the sphere of work possible without inequality? How are difference and inequality connected?*

Empirically new approaches are continually needed to reveal how difference, diversity, inequality, and intersectionality are visible in different spheres, still considering the domain of gainful work. Hence the question is: *Which results can be generated for the different spheres of work, and how can such results be interpreted in the context of the tension between equality and inequality in modern societies?*

This special issue will explore these three research strands in two disciplines, sociology and economics. We invite contributions in the following areas:

***Gender, Diversity and Intersectionality Studies,
Migration Studies,
Work and Organizational Studies***

Article contributions should discuss one or more of the three above mentioned questions and illuminate contemporary trends within the sphere of work.

Envisaged timetable:

- **Call for papers issued: November 1, 2011**
- **Submission of full papers: July 31, 2012**
- **Editorial decision: September 30, 2012**
- **Paper Revision: November 30, 2012**
- **Anticipated publication of the special issue: March 2013**

Completed articles must be submitted by July 31st 2012 and will be subject to double blind peer review. Please note that the submissions of the completed articles should be made through Manuscript Central via <http://mc.manuscriptcentral.com/edi> (selecting "Special Issue Paper" (Making the Difference) as the Manuscript Type).

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Submission guidelines are available at: <http://mc.manuscriptcentral.com/edi>