

WORK AND DISCRIMINATION

Coordinators: Stefania Arianna Di Pietro, Carmen Ferrara, Maria Grazia Montesano

Identity is the totality of a person's characteristics or self-awareness as an entity distinct from others and is defined through the combination of social categories, influenced by circumstances and the environment, as well as the capabilities that enable people to be in the world. It includes the concept of diversity and the resulting social classification, according to intersectional stratification, which may be based on gender, geographical location ethnicity, nationality, generational and economic status Starting from social identities and structural characteristics of the labour market, specific discriminations are delineated, affecting both the productive and the reproductive spheres, which concern, for instance the management of the care work.

Identity defines a need for recognition of one's individuality and sense of belonging, both within the social dimension, expressed in the identification of oneself with the community and in the relationship with others, and in the economic dimension, i.e. in the exercise of the right to work. The term work-life balance, for example, indicates a balance between work and private life: this balance appears to be particularly precarious in intellectual work but not only, and it is mostly women who have to take charge of it.

More generally, discrimination in access to the labour market, wages and working conditions may be enacted on the basis of specific personal characteristics (gender, origin, sexual orientation, state of health etc.).

Moreover, this reflection cannot disregard the centrality of care, understood in the broadest sense of the term, as a social need and a collective need. In fact, one of the most profound contradictions of contemporary capitalism - which has generated what is called the 'crisis of care' - is generated by the subordination of the reproductive system to the productive system. Many of the services considered essential during the pandemic crisis, are very often carried out by workers in precarious or undeclared employment conditions. In particular, the massive presence of female migrant workers in the domestic and care sector unveils a system of exploitation between northern and southern countries that generates the so-called global chains of care.

This panel aims to gather contributions from various disciplines on the topic of discrimination in the workplace from an intersectional perspective, regarded as mobbing against people with disabilities, racialised or identified as belonging to the LGBTQIA+ community. Studies from various disciplinary perspectives (economic sociology, psychology of work and organizations, labour law, anthropology of work, history, philosophy of work and others) on the burden of care work, sex work and on labour inclusion of people with disabilities, prisoners or ex-prisoners are particularly welcome but not limited to these.

For further informations: s.arianna.dp@gmail.com; carmen.ferrara994@gmail.com; maria.montesano3@unibo.it.