

RN14 – Gender relations in the labour market and the welfare state

## The 15<sup>th</sup> ESA conference 2021 - Sociological Knowledges for Alternative Futures, **31 August - 3 September 2021, Barcelona**

Coordinators:

Prof Orly Benjamin, Bar-Ilan University, Israel

Dr. Ana Lopes, Newcastle University, UK

Call For Papers

Theme:

### **Intersectionality, the welfare state and women's work**

The analysis of women's occupations and participation in the labour market often reflects a variety of social divisions and social differences. For some, such divisions imply privilege and prestige; for others they imply vulnerability and exposure to market principles. Among other processes, such divisions reflect gender segregation, both horizontal, across occupations, and vertical, across hierarchical positions. Policy making may respond to feminist activism and promote women's entry to less vulnerable positions or it may reproduce the persistence of divisions. To what extent do welfare state during both the pre-and current Covid situation take part in reproducing such inequalities?

Two forms of vulnerability are enhanced at this historical moment: welfare (changing entitlements and eligibilities) and work (labour conditions - term, undetermined, salary, qualification etc.). Women pay a high price for both. They are overexposed, more invisible and more vulnerable. Thus, the Covid-19 crisis could be seen as offering a further opportunity to neoliberalism to marginalise women (also in the academic community) making them more necessary but more vulnerable. There is a strong reduction of the participative public area and the risk of regression in terms of participative equality.

What are the processes involved in the current duality where social divisions are extended and are concurrently challenged? Social divisions and social differences do not operate separately, but in intersectional ways. We embrace a broad definition of intersectionality and diversity and invite papers examining the relationship between women's occupations, management and policy. We welcome papers that consider theoretical and empirical research on gender relations in the labour market and the Welfare State from any of the following or other perspectives:

- 'The family': family relations, parenting, support for young adults
- Marriage: mate selection; divorce, cohabitation, LAT
- Childcare facilities: employment conditions; caring models; policy;
- Health (including fertility, abortion, contraception)
- Migration: borders; Othering; racism;
- Ethnicity: dress up to work; stigmatization; access to promotion; job quality

- Religion: workplace sensitive to religious requirements; hostility/acceptance
- Ageing: 65+ in the labor market; agism; excluding the elderly during the crisis
- Sexual orientation: vulnerability; undervaluing; diversity policies
- Living with Disability: the silent discrimination; the perfect body; policies
- Organising and solidarity
- economic/governmental policy