

Call for book chapters

Of walls and borderlands

Emerging perspectives on diversity, equality and inclusion in under-researched countries

A book project with Edward Elgar Publishing

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In many countries managing and developing diversity is on the political and business agenda and has become an area of knowledge and practice in its own right. Yet all too often, diversity management and diversity research has been found to be US-centred, monoculturally infused and biased (e.g., Jonsen et al., 2011; Nishii & Ozbilgin, 2007). At the same time, we know that diversity and equality at work cannot be treated as a unifying concept, nor be interpreted uniformly across cultures and countries. This has also been highlighted, for example, by the former volumes on country perspectives on equal treatment and diversity, edited by Klarsfeld (2010) and Klarsfeld et al. (2014).

The purpose of this 4th edition of the handbook is to further restore diversity and equality to its national contexts by shedding light on under-researched countries including (though not being limited to) countries in Latin America, Asia, the Middle East, Africa and Eastern Europe. Each chapter should bring answers to each of the following questions, even though these should not be considered exhaustive.

- Is there an equal treatment legislation in this country and what is its content? Since when? In particular, what dimensions of diversity does it address (gender, race, age, etc.)? To what degree is it enforced?
- Even in the absence of such legislation, is there a public debate about diversity in this particular country, and if so, what is this debate, and concerning what type of diversity? How and when was it started – if it was started at all? When do the first contributions appear in academia and in the press? Who are the actors involved in this debate, such as businesses, trade unions, political organizations, NGOs and other lobbies?
- Is there empirical research about diversity in this country and what are the main contributions? What are the research questions being addressed by scholars about this country? To what extent do researchers and practitioners consider the intersections of diversity dimensions?
- What is the relationship between diversity management and equal treatment/equal opportunity/affirmative action legislation if such legislation exists in this particular country? Which concept appeared first?

We envision a book with chapters ideally following a common canvas such as the one defined above or at least in one section of it, rather than purely collecting highly heterogeneous texts already in progress. There should be retrospective data about dates when the first texts in the general and academic press in this country were issued, data about the legislation (dates, criteria covered, burden of proof, and enforcement), data about case-studies as well as macro data concerning the diversity of the workforce itself. Critical approaches are welcome but not compulsory.

Each chapter may use primary or secondary data, but should be empirical, rather than theoretical, though theoretical frameworks may of course be used in order to help describe and/or understand the country's context.

Ideally, chapters should be co-authored so as to maximize the varieties of views expressed, thus forming a debate within each contribution. Also, each author is likely to bring in different sets of empirical data, thus making each contribution denser data-wise.

Chapters should be 6000 to 10000 words long.

Proposals should be sent to Alain Klarsfeld, professor at the Toulouse Business School, France, a.klarsfeld@tbs-education.fr

Time frame:

Chapter abstract of 250 words by August 31, 2019

Full chapters by December 31, 2019

Reviews in by February 28, 2020

Revised chapters in by March 31, 2020

References

- Jonsen, K., Maznewski, M.L., & Schneider, S.C. (2011). Diversity and its not so diverse literature: An international perspective. *International Journal of Cross Cultural Management*, 11: 35-62.
- Klarsfeld, A. (Ed.) (2010). Country perspectives on diversity and equal treatment at work, Cheltenham et al.: Elgar.
- Klarsfeld, A., Booyesen, L.A.E., Ng, E., Roper, I., & Tatli, A. (Eds.) (2014). Country perspectives on diversity and equal treatment at work, 2. edn., Cheltenham et al.: Elgar.
- Nishii, L. H., & Özbilgin, M. F. (2007). Global diversity management: towards a conceptual framework. *The International Journal of Human Resource Management*, 18(11), 1883-1894.