

Call for Papers for a Special Issue

Labor market related discrimination of women and migrants

Guest Editors:

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Introduction

This special issue is dedicated to the topic of discrimination of women and migrants/racialized minorities regarding their access to and success in the labor market in European countries. The two 'groups' have long been excluded from access to the labor market, from advancing in their careers, or they have been pushed into certain segments of the labor market, such as precarious and/or part-time work.

The labor market—broadly understood, including access to further job training or unemployment benefits for job seekers—is a major field of societal integration. Particularly in contribution-based welfare systems, a person's degree of integration into the (formal) labor market influences access to resources such as unemployment or retirement benefits. Discrimination, by individuals but also policies and institutions, can thus have major effects on people's access to resources/life chances. This underlines that the labor market is the area in which social inequalities manifest most visibly, and therefore presents a crucial field to study different dimensions of discrimination. And yet the mechanisms of discrimination, including its patterns for different social groups, or the implementation and effects of national and European anti-discrimination policies, are still not well understood so far.

We start from the observation that both EU-level and national-level developments have led to a marked increase in the integration of women in the labor market, while there is still a relevant gender pay gap, and more women than men work part-time (REFs). Besides these contradictions, the ideal of equality is promoted (for instance through the EU's Lisbon Strategy) and widely accepted in (Western) European societies. At EU level, gender equality does not only comprise a field within the EU Commission's Justice and Fundamental Rights policies, the EU also has legal authority and can issue legally binding directives.

This is different for immigrants and integration policies. While the EU anti-discrimination law introduced a crucial element to combat discrimination based on ethnicity, or nationality, actual integration policies remain largely in the hands of nation states and the EU only has soft instruments at their disposal, such as "recommendations, policy guidelines, and targeted funding" (Dodevska 2023). As Dodevska (2023, 6) highlights, the political stance of the EU shifted, as "concerns with the social status and the gainful employment of migrants that

predominated in earlier documents were joined by more securitarian and identitarian concerns in more recent discourse". In most (Western) European societies, migrants are still pushed towards the informal sector (e.g. EU-migration from Eastern Europe), do not have access to the labor market at all (asylum seekers), or are concentrated in low-paying jobs (guest workers & descendants) which leaves them with few resources in case of unemployment or retirement. There is ample evidence of discrimination against immigrants (and their descendants), based on their racial, ethnic or religious background (ENAR 2016; Koopmanns et al. 2019).

Therefore, the aim of this special issue is to provide a multidisciplinary perspective on discrimination within and across European labor markets as well as from a transnational perspective, paying particular attention to the role of social and labor market policies, and the intersection of different dimensions of discrimination.

Social and labor market policies as source of discrimination

The special issue wants to study the political sources of discrimination thus analyzing how specific patterns of discrimination are determined by labor market regulations, such as equality measures, affirmative actions, anti-discrimination laws etc., as well as by specific welfare and family policies including their (misaligned) incentives. Both differ strongly between European nation states and are influenced by EU-level policies. In this regard we aim to collect within this volume insights from different countries that have differing conceptions of social citizenship and of anti-discrimination legislation.

Labor market access of migrants and women, including access to social rights, differs strongly between European welfare states. Next to general labor market conditions and policies (e.g. more interventionist versus flexible) and anti-discrimination policies, access for immigrants is influenced by national migration and integration policies, including regulations regarding residency and citizenship, while for women, family policies (e.g., parental leave, childcare) and tax regulations (e.g. treatment of second earner) have a relevant impact (Jaumotte 2004; Kahn 2012; Schwarz 2012).

While labor market and social policies have traditionally been a nation state affair, processes of Europeanization have influenced national labor market and welfare policies, and particularly anti-discrimination policies in the field of employment and occupation. On the one hand, the EU had an enabling effect, as it has strongly pushed the antidiscrimination agenda and created a legal apparatus, including the Race Equality Directive, the Directive prohibiting discrimination in employment and occupation, and the EU Gender Directive. Together, these directives present an important step forward for the national-level combating of discrimination, based on race, gender, and other dimensions. However, the implementation process and hence the possibilities for discriminated persons or groups to (legally) protest against discrimination, differs between EU countries (Amiraux and Guiraudon 2010; Bell 2008; Guiraudon 2009).

On the restrictive side, the EU level has also supported the increasingly restrictive access to social rights, including support for jobseekers, pursued by various EU countries, leading to a dismantling of the non-discrimination clause (Barbulescu and Favell 2020). The European Court of Justice was involved in major rulings (Dano, Alimanovic) in which it supported the position of nation states and their restrictive stance on access to social rights for EU-citizens, ultimately contributing to the stratification of social rights and the strengthening of the economic over the social dimension of EU citizenship (Barbulescu und Favell 2020; Börner 2020; Bruzelius, Reinprecht, and Seeleib-Kaiser 2017; Farahat 2015).

Intersectional perspective

In contrast to existing studies that focus on either gender discrimination or discrimination against immigrants or racial minorities, we seek to adopt an intersectional approach, which also considers the multi-level governance of discrimination.

Women as well as immigrants and racial minorities have historically been marginalized in the labor market and in the context of social protection. There is thus ample evidence of discrimination of these groups in the labor market. While most studies focus on discrimination based on either gender *or* migrant/racial minority status, the special issue applies an intersectional perspective (Crenshaw 1989; Grosfoguel, Oso, and Christou 2015), drawing attention to how these dimensions of discrimination overlap and create unique experiences of discrimination. To illustrate, there is evidence that women wearing the Muslim headscarf face more difficulties in finding a job than (migrant) women not wearing religious attire (Weichselbaumer 2016; Fernández-Reino, Di Stasio, und Veit 2022). Overall, studies have shown that women are often affected by more than one ground of discrimination (Xenidis 2018).

Comparing patterns of discrimination for women and (female) migrants should also help us illuminate the mechanisms behind discrimination. E.g., migrants' and racial minorities' access to the labor market and to social protection depends on legal regulations, but also on predominating stereotypes about their worth, behavior or deservingness (van Oorschot 2006; Ratzmann and Sahraoui 2021). In contrast, the participation of women in the labor market is rarely challenged but depends more on their perceived fitness for the job, different payment schemes, and the compatibility of labor and care work (Dutz, Hubner, und Peus 2022; Jaumotte 2004; Keck und Saraceno 2013).

Thus, adopting an institutionalist, comparative and interdisciplinary perspective, we invite contributions that address one the following questions:

- How do national and European policies interact in combating discrimination? How are they implemented across states and differ in their effects?

- What are the mechanisms of institutional discrimination in a welfare state context within and across countries? How are these mechanisms related to categorization processes that have arisen historically and are inherent in social policies?
- How are experiences of discrimination shared or differ between different marginalized groups, e.g. migrants or ethnic/racial minorities and women, high-skilled versus low-skilled migrants, or women working in different sectors, and the underlying mechanisms?
- How have anti-discrimination policies targeted to these different 'groups' developed historically and what impact they have had on discriminated subjects?
- What do the studied cases tell us about how discrimination in the labor market is understood and analyzed from different disciplinary perspectives (sociology, political science, history, law)?
- What do case studies tell us about different understandings of discrimination and a different governance of diversity and belonging in different European countries?

Schedule for Submissions


We welcome extended abstracts in English or German (including names and affiliations of all authors) of around 300 words. Please send the abstracts to the guest editors no later than **November 5, 2023**: Christine.Barwick-Gross@uni-flensburg.de, stefanie.boerner@ovgu.de and Monika.Eigmueller@uni-flensburg.de

We strive for a broad representation of the research community. Therefore, submissions from authors of all stages of the academic career and all kinds of backgrounds are welcome. Authors who are invited to submit a full paper in English or German will be notified in November 2023. The full paper (of a length of around 8,000 words), and adhering to all standards of the journal are due no later than March 31, 2024. The special issue will be published both in print and as full open access publication.

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Call for Abstracts (english below)

Christopher Wimmer (Hg.): Weltumspannende Ungleichheitsverhältnisse.

Ein Atlas der Klassenanalyse im globalen Maßstab

Die Frage, welche Zusammenhänge zwischen der Globalisierung und Transnationalisierung sowie der Entwicklung sozialer Ungleichheit bestehen, stellt sich mit neuer Dringlichkeit. Der Einfluss von Globalisierungs- und Transnationalisierungsprozessen auf die Strukturen sozialer Ungleichheit wird kontrovers diskutiert. Dabei wird die bisherige, meist nationalstaatliche, Ungleichheitsforschung durch die These einer Herausbildung transnationaler Ungleichheitsverhältnisse herausgefordert. Ebenso sieht sich die Sozialstrukturanalyse mit dem Übergang zu einer multizentrischen Welt konfrontiert. Vor diesem Hintergrund treten einmal mehr die Defizite einer Forschung hervor, die die Gesellschaften des Globalen Südens vernachlässigt.

Mit diesen Themen will sich der Sammelband »Weltumspannende Ungleichheitsverhältnisse« beschäftigen und helfen, den Blick der Ungleichheits- und Klassenforschung zu weiten. Der Sammelband verfolgt somit das Ziel, verschiedene Debatten um soziale Ungleichheit ins Gespräch kommen zu lassen, die bislang weitgehend unabhängig voneinander geführt wurden.

Ich freue mich über theoretische und empirische sowie interdisziplinäre, internationale, länderspezifische- und -vergleichende oder qualitativ und quantitativ ausgerichtete Beiträge, welche dazu beitragen können, den »globalen Atlas der Klassenanalyse« zu bereichern. Beiträge in englischer Sprache sind ebenso willkommen.

Folgende Fragen und Themenfelder können dabei untersucht werden (weitere Forschungsfragen sind möglich):

- Welche Gemeinsamkeiten oder Unterschiede gibt es in globalen Klassenverhältnissen? Welche Strukturen gleichen sich, welche sind unterschiedlich? Gibt es eine gemeinsame »Wahrheit der globalen Klassenverhältnisse«?
- Wie ist das Verhältnis zwischen der Entwicklung globaler Ungleichheit zwischen Ländern oder Regionen bzw. der Ungleichheitsentwicklung innerhalb von Ländern und Regionen?
- Was bedeutet »Transnationalisierung« sozialer Ungleichheit?
- Wie verändert sich Klassenforschung unter Bedingungen der Globalisierung und Transnationalisierung? Welche Herausforderungen ergeben sich im Feldzugang und im Rahmen der Datenerhebung mit welchen methodischen und methodologischen Konsequenzen?
- Wie kann eine (global-)historische Perspektive auf Arbeit und Klassen dazu beitragen, heutige Klassenverhältnisse besser zu verstehen?
- Welche Klassenanalysen gibt es in einzelnen Ländern und Regionen? Welche Debatten werden geführt und welche Geschichte haben sie?
- Fallbeispiele von Klassenanalysen (insbesondere aus den Ländern des Globalen Südens)
- Wie unterscheiden sich Klassen in einzelnen Ländern und Regionen anhand von sozialen Netzwerken und sozialem, kulturellen und ökonomischen Kapital?
- Wie gestaltet sich das Verhältnis von Klassenanalysen in Ländern und Regionen zu anderen Aspekten wie Staatsbürgerschaft, Religion, Geschlechterverhältnissen?

- Wie erfahren Menschen selbst konkret ihre Klassenposition? Wie drückt sich ihr Gesellschaftsbild oder -bewusstsein aus?
- Welche klassenspezifischen Auswirkungen haben aktuelle Phänomene wie Digitalisierung oder der Klimawandel?
- Welche politischen Kämpfe und (neuen) sozialen Konflikte lassen sich finden? Gibt es Fallbeispiele für Klassenkämpfe?
- Welche Konsequenzen und Handlungsempfehlungen ergeben sich aus den Erfahrungen für die Zukunft?

Hintergrund

Der Kapitalismus hat sich in den letzten Jahrzehnten grundlegend verändert. Die Ordnung sozialer Ungleichheit im Weltmaßstab scheint dadurch nachhaltig herausgefordert. Ging der globale Kapitalismus nach dem Untergang des Ostblocks von einem weltweiten Siegeszug aus, ist davon mittlerweile nicht mehr viel zu spüren. Sowohl in den industrialisierten Ökonomien des Nordens als auch in den neu erschlossenen Märkten des Globalen Südens haben die verschiedenen Gesellschaftsklassen ganz unterschiedlich von den neuen Entwicklungen profitiert.

Auch in den Zentren der weltwirtschaftlichen Integration sind längst die Zweifel am »höher, schneller, weiter« der kapitalistischen Produktionsweise und ihre Globalisierung aufgekommen. Jahrzehntlang wurde die Mehrheit der Bevölkerungen durch einen relativ starken Sozialstaat an das System gebunden. Gegenwärtig werden die Nationalstaaten durch die Globalisierung des internationalen Kapitals immer weiter geschwächt und ihre »soziale Fürsorgefunktion« nimmt immer weiter ab. Die zunehmende soziale Ungleichheit bringt das kapitalistische Leistungsversprechen immer weiter ins Wanken. Gleichzeitig ist diese politische und diskursive Rückkehr der Klassenfrage bemerkenswert, insofern sie mit der Diagnose einer fortgesetzten Fragmentierung sozialer Unterschiede zusammentrifft. Spaltungen nach Ethnizität, Staatsbürgerschaft und Region; Sektor, Qualifikationsniveau und Prekarität; Lebensstil, Geschlecht und Alter sorgen für eine Diversifizierung der Lagen und Habitusformen auch innerhalb der Klassen. Fragen nach dem Ursprung und den Formen von Ungleichheit unter den Menschen, Formen und Funktionsweise von Herrschaft sowie auf die Erzeugung von Legitimität und die Formierung von Kritik spielen eine zunehmende Rolle.

Die »Rückkehr« der Klassen ins öffentliche Bewusstsein ist gleichwohl nur dort eine Rückkehr, wo sie nie verschwunden war, wie in vielen Ländern des Globalen Südens. Dort steht den in Relation zur Gesamtbevölkerung nach wie vor relativ kleinen Mittelschichten ein »Planet der Slums« gegenüber, in dem sich die Klasse der Marginalisierten und Ausgeschlossenen sammelt, die im Weltmaßstab wohl die größte Klasse überhaupt darstellt.

Erste Versuche, Klassenforschungen auch unter einer stärker globalen Perspektive zu betrachten, wurden bereits unternommen: Autoren wie Boike Rehbein oder Jessé Souza haben in ihren Arbeiten gezeigt, wie man Klassenverhältnisse in Zeiten der Globalisierung präzise entwickeln kann. Daran anschließend sollen im Sammelband Ungleichheits- und Klassenforschungen aus unterschiedlichen Kontexten versammelt werden, um Gemeinsamkeiten und Unterschiede zu finden. Dies betrifft einerseits eine »Soziologie der lokalen Soziologien«, also die Frage, welche Klassentheorien vor Ort verhandelt werden und welche Geschichte diese haben. Andererseits ist damit auch ein Vergleich von Analysen von Ungleichheitsverhältnissen im globalen Kontext gemeint. Darüber hinaus sollen ebenso (neue) soziale Konflikte und eine Kritik an Ausbeutungs- und Herrschaftsverhältnissen verhandelt werden. Hierbei stellt sich die Frage, welche politischen Kollektive die Träger dieser Konflikte sein können und wie Kritik geübt wird. Durch solche internationalen Einblicke verspreche ich mir, die gegenwärtige Debatte um Klassenpolitik zu befruchten und zu helfen, diese um neue, globale Aspekte in der Analyse sozialer Ungleichheit zu ergänzen.

Bitte senden Sie Ihren Kapitelvorschlag in Form eines Abstracts von maximal 4500 Zeichen an Christopher Wimmer: info@christopherwimmer.de (Die Beiträge werden eine Länge zwischen 40.000 und 50.000 Zeichen umfassen.)

Ich freue mich sehr über Ihre Einreichungen!

Zeitplan:

01.01.2024	Einreichungsfrist für die Abstracts
15.01.2024	Entscheidung über die Annahme von Beiträgen
15.05.2024	Einreichungsfrist für die Beiträge
15.08.2024	Rückmeldung an Autor*innen
15.10.2024	Einreichung der überarbeiteten Beiträge
15.11.2024	Abgabe des Buchmanuskripts an Verlag
15.03.2025	Veröffentlichung des Sammelbands

The connection between globalization and transnationalization and the development of social inequality is intensively discussed. In this context, the previous, mostly nation-state, research on inequality is challenged by the thesis of the emergence of transnational inequality relations. Social structure analysis is also confronted with the transition to a multicentric world. Against this background, the deficits of research that neglects the societies of the Global South become apparent.

The anthology »Relations of inequality – Worldwide« aims to deal with these issues and to help broaden the perspective of debates on social inequality and class relations. The anthology thus pursues the goal of bringing various debates on social inequality into conversation, which have so far been conducted largely independently of one another.

I welcome theoretical and empirical as well as interdisciplinary, international, country-specific and comparative, or qualitative and quantitative contributions that can help enrich the »atlas of class analysis on a global scale.«

The following questions and topics may be explored (further research questions are possible):

- What are the similarities or differences in global class relations? Which structures are similar, which are different? Is there a common »truth« of global class relations?
- What is the relationship between the development of global inequality between countries or regions, or the development of inequality within countries and regions?
- What does »transnationalization« of social inequality mean?
- How does class research change under conditions of globalization and transnationalization? What challenges arise in field access and data collection, and what are the methodological consequences?
- How can a (global) historical perspective on labour and classes contribute to a better understanding of contemporary class relations?
- What class analyses exist countries and regions? What are the debates and what is their history?
- Case studies of class analyses (especially from the countries of the Global South)
- How do classes countries and regions differ from one another on the basis of social networks and social, cultural and economic capital?
- How do class analyses in countries and regions relate to other aspects such as citizenship, religion or gender relations?
- How do people themselves concretely experience their class position? Is there a (class-)consciousness?
- What are the class-specific effects of current social phenomena such as digitalization or climate change?
- What political struggles and (new) social conflicts can be found? Are there case studies of class struggles?
- What consequences for action result from the experiences for the future?

Background

Capitalism has undergone fundamental changes in recent decades. The order of social inequality on a global scale seems to be permanently challenged. Whereas global capitalism was expected to triumph worldwide after the demise of the Eastern bloc, there is now little sign of this. Both in the industrialized economies of the North and in the newly opened markets of the Global South, the various social classes have benefited quite differently from these developments.

Even in the centres of world economic integration, doubts about permanent growth of the capitalist mode of production and its globalization have long since arisen. For decades, the majority of the populations were bound to the system by a relatively strong welfare state. Currently, the globalization of international capital continues to weaken nation-states and their social welfare function continues to diminish. At the same time, this political and discursive return of classes is remarkable insofar as it coincides with a diagnosis of continued fragmentation of social differences. Divisions by ethnicity, citizenship, and region; sector, skill level, and precarity; lifestyle, gender, and age provide for a diversification of situations and habitus forms even within classes. Questions about the origins and forms of inequality among people, forms and functioning of domination, and on the generation of legitimacy and the formation of critique play an increasing role.

The »return« of classes to public consciousness is nevertheless only a return where classes never disappeared, as in many countries of the Global South. There, the middle classes, which remain relatively small in relation to the total population, are confronted with a »planet of slums« in which the class of the marginalized and excluded gathers, probably the largest class of all on a global scale.

First attempts have already been made to look at class research also from a more global perspective: Authors such as Boike Rehbein or Jessé Souza have shown in their works how class relations can be precisely developed in times of globalization. Following this, the anthology will bring together inequality and class studies from different contexts in order to find commonalities and differences. On the one hand, this concerns a »sociology of local sociologies«, that is, the question of which class theories are negotiated locally and what their history is. On the other hand, it also means a comparison of analyses of inequality relations in a global context. Furthermore, (new) social conflicts and a critique of relations of exploitation and domination are to be negotiated. This raises the question of which political collectives can be the bearers of these conflicts and how criticism is exercised. Through such international insights, I hope to stimulate the current debate on class politics and to help supplement it with new, global aspects in the analysis of social inequality.

Please send your chapter proposal in the form of an abstract of no more than 4500 characters to Christopher Wimmer: info@christopherwimmer.de (Submissions will be between 40,000 and 50,000 characters in length).

I am very much looking forward to your submissions!

Schedule:

01/01/2024	Deadline for submission of abstracts
15/01/2024	Decision on acceptance of contributions
15/05/2024	Submission deadline for contributions
15/08/2024	Feedback to authors
15/10/2024	Submission of revised contributions
15/11/2024	Submission of book manuscript to publisher
15/03/2025	Publication of the anthology