Assemblages of Ableism and Racism

Critical Perspectives on the Access of Multi-Discriminated People to the Labour Market

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EU-Project: Participation of multiple discriminated people in the labour market

Empirical Research: Analysis of barriers to labour market
Multidimensionality of Discrimination & Participation Research
Sample

- 20 narrative interviews with people marked as migrants, chronically ill and disabled
- 30 interviews with actors from different political parties, activism, NGOs, employment agencies, integration services and trade unions
- Representative study with personal managers of the 300 largest companies
- Ethnographies
“Well, yes, obviously, what makes you hesitate with severely disabled people, why they don’t get the job, is clearly the fear that they’ll be ill more often, have more downtime and, em, that the people, once they have the job, then you won’t be able to let them go any more because they enjoy this extra protection against dismissal. So, if someone isn’t performing adequately then you can deal with a normal employee differently than you can with a severely disabled one …

... And for employees with a migration background, well these fears obviously don’t apply, em, but I think the concern then is how they’ll integrate into the team, and whether they’ll be accepted or not.,”

Personnel manager
26.7% of the surveyed companies are fulfilling the statutory employment rate of 5% disabled people.

60% of the surveyed personnel managers articulate negative stereotypes concerning people with migration background and disability.
Biopolitical ceasuras
(Michel Foucault 1976)

Axes of difference:

**Ableism & Racism** (Whiteness/Occidentalism)
(Campbell 2011) (Frankenberg 2001; Dietze 2009)

= two vectors of discrimination acting as powerful ushers.

Differential inclusion: of those whose workforce is considered as “economically valuable”
(Balibar 1990; Mezzadra/Neilson 2012)
Refugee s/Asylum seeker‘s

- 2012: 77,651 asylum seekers
- Estimated 90,000 persons with acquiescence
- Most of them more than 6 years
- Exclusion from the general labour market,
- No access to job rights and agreed wages,
- The forgoing of advancement and social inclusion opportunities or wage adequate to secure a livelihood,
- And the concomitant risks of economic disadvantage reaching into retirement.
People affected by discrimination are not to be conceptualized as victims.
Participation research

Research design: Assemblage/Agencement (Deleuze/Guattari)

Embracing complexity – barriers as well as potentialities lying in the connectivity with auxiliary agents, personal or work assistance, tools, machines, supportive solidarity etc.
We attempt to analyse biopolitical assemblages of ableism and racism where the desire for other, better lives generates micro-politics or imperceptible politics that can describe lines of flight.
International Conference
Ableism, Racism and Conflicts of Participation and Inclusion in Society and the Labour Market
6-8 June 2013

ESF-Project “Network Participation of Multiple Discriminated People”
Prof. Dr. Marianne Pieper, Jamal Khl Mohammadi, Gesa Mayer, Michael Harmonig, Till Telike

www.disabilitymurals.org.uk
Mural designed by Andrew Bolton, working with disabled asylum seekers living in the UK

Keynote Speakers:
Prof. Dr. Fiona K. Campbell (Griffith University, Brisbane),
Prof. Dr. Alan Roulstone (Northumbria University, Newcastle upon Tyne)

Speakers:
Dr. Suzanje Köbsell (University of Bremen), Rebecca Maksos (Berlin),
Rebecca Yeo (UK Disabled People’s Council, Stratford), Niluka Gunawardena (Griffith University, Brisbane),
Dr. Jagdish Chandar (University of Delhi), Lani Parker (University of London),
Dominik Baldin (Max Planck Institute, Munich), Anna Śbiedra (Adam Mickiewicz University, Poznań),
Dr. Marianne Hirschberg (University of Emder/Leer), Prof. Dr. Marianne Pieper (University of Hamburg)

Venue: University of Hamburg, Edmund-Siemers-Allee 1, ESR West Wing / Room 221
Registration until May 31st 2013: http://www.uiso.uni-hamburg.de/copar

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