



Editorial

Susan Sayce, Norwich Business School, University of East Anglia,
s.sayce@uea.ac.uk

Christopher Lyon, Centre for Environmental Change and Human Resilience,
University of Dundee, c.lyon@dundee.ac.uk

Welcome to the 3rd issue of IPED. The journal is continuing to grow and we are very pleased that papers published through our open access format have achieved considerable reach with research papers viewed over 400 times. In this 3rd issue, we are delighted to include a variety of submissions including two research papers, a student essay and a book review. Two of the papers sit under the theme of discussing protected characteristics, specifically, age and gender. Including exploring both ends of the age spectrum. One is advocates a focus on older age, retirement while the other one focuses on young women's experience of work as they enter the creative sector and takes a gender perspective.

De Gioia Carabellese and Myhill examine the protected category of age taking a legal perspective to argue that there is an apparent hierarchy of protected characteristics under European law, that age as a newer protected category is located at the bottom. They then explore the European Union (EU) framework to examine this statement, claiming that the protected characteristics of age's lower position is sustained by the inclusion of article 6 in the EU framework which permits a justification of age discrimination on the grounds of occupational requirement. De Gioia Carabellese and Myhill argue that the inclusion of article 6 has led to a narrower interpretation of age discrimination in practice despite the overarching principle of the EU framework of equal treatment of people in protected categories.

Key to De Gioia Carabellese and Myhill's argument is that legal judgements in age discriminations cases can be reframed through the lens of article 4 to give similar outcomes, which could justify the removal of article 6 and the more questionable defence of age discrimination around occupational requirements. This reframing of



judgements through a different lens is a strategy that feminist academics have usefully successfully applied to judgements in other protected characteristic (see Hunter et al 2010 for how judgements can be reframed around feminist thinking).

While De Gioia Carabellese and Myhill argue for the removal of article 6 which supports occupational requirement defences they also usefully compare the recent introduction of age discrimination within EU legislation to United States (US) legislation where age discrimination has been illegal for more than four decades. They point out the strength of US legislation is that the intent of the legislation is more clearly articulated around protecting workers around issues of older ages discrimination beginning at 40. The authors conclude by suggesting that it could be more useful to frame age discrimination around older age as in the US to protect these workers from potential disadvantage in the labour market as mandatory retirement ages are removed (in the US and the UK for example).

Interestingly Cox's student essay also dras on another protected characteristic of gender empirically examining this with young women entering the creative professions. As Editor of IPED, Sayce recently contributed to an event aimed to create a manifesto to help breakdown the vertical segregation that exists at the top within the creative industries in the UK. It is the ongoing nature of this debate that makes Cox's analysis of young women's experiences of working in different industries within the creative arts insightful. While Stella Duffy Co-Director of the UK's Fun Palaces outlines how there is 'no austerity in talent' in the creative sector there are still persistent gender barriers to overcome. (See the manifesto [here](#) at or go to IPED facebook).

Cox's use of Bourdieu's habitus concept acknowledges that an individual's experience of the future is shaped by one's experience of the past (Bourieu and Wacquant, 1992, cited in Sayce 2006) with their history of gendered experience helping to explain the persistence of gender barriers. In the creative arts where social relationships are key to career progression, this is particularly pertinent. Despite the small project scale, it was nonetheless shocking to see the blatant gender discrimination that was occurring: how one women's performance at work was critiqued after she turned down a sexual approach; how one manager's preference to socialise with male colleagues meant



that they deliberately designed activities that meant that women were missing out on opportunities to social network, which is key to this industry or in Bourdieu's word key to this 'field'. The danger is, as Bourdieu outlines, if young women and men get used to this treatment gender barriers will remain intact as young women adopt strategies that permit them to work within these constraints. Often privileged people don't recognise their own privilege. If privileged people are not interrogating gender discrimination as it happens, then this will be perpetuated into the future, making it more difficult for a talented group of people - young women - to progress their careers to where they should be. To conclude both papers outline how discrimination can still be supported if the even well-intentioned structural, and unrecognised cultural attitudes of people remain unchallenged or are not fully considered whether this is in EU framework or the attitudes of some men to young women in the UK creative industries.

In addition, we are pleased to include a a discussion of the community scholar from Wolbring et al. This paper examines the potential for engaging with marginalised communities to bring a stronger evidence base for academic research. Identifying barriers such as the lack of access to academic literature, due to paywalls. Further the potential for the concept of the community scholar to break down traditional divides between scholars, students and the communities our research serves.

Finally this issue also includes a book review from Josh McLeod: Terri Byers, *Contemporary Issues in Sport Management: A Critical Introduction*.

We hope you enjoy this 3rd issue and will consider IPED for your future research. Any queries about submissions can be directed to any member of the editorial team. For more information about our forthcoming special issue of Climate Change and Intersectionality please see our [website](#).

References

Hunter, R , McGlynn, C and Rackley, E 2010 *Feminist Judgements from theory to practice*, Hart Publishing, Oxford.

Sayce, S. (2006) 'Gender Change? Locked into Industrial Relations and Bourdieu' *Employee Relations* Aug 2006 28:5 p.468-482