



# EGPA 2024 CONFERENCE

## Athens, Greece

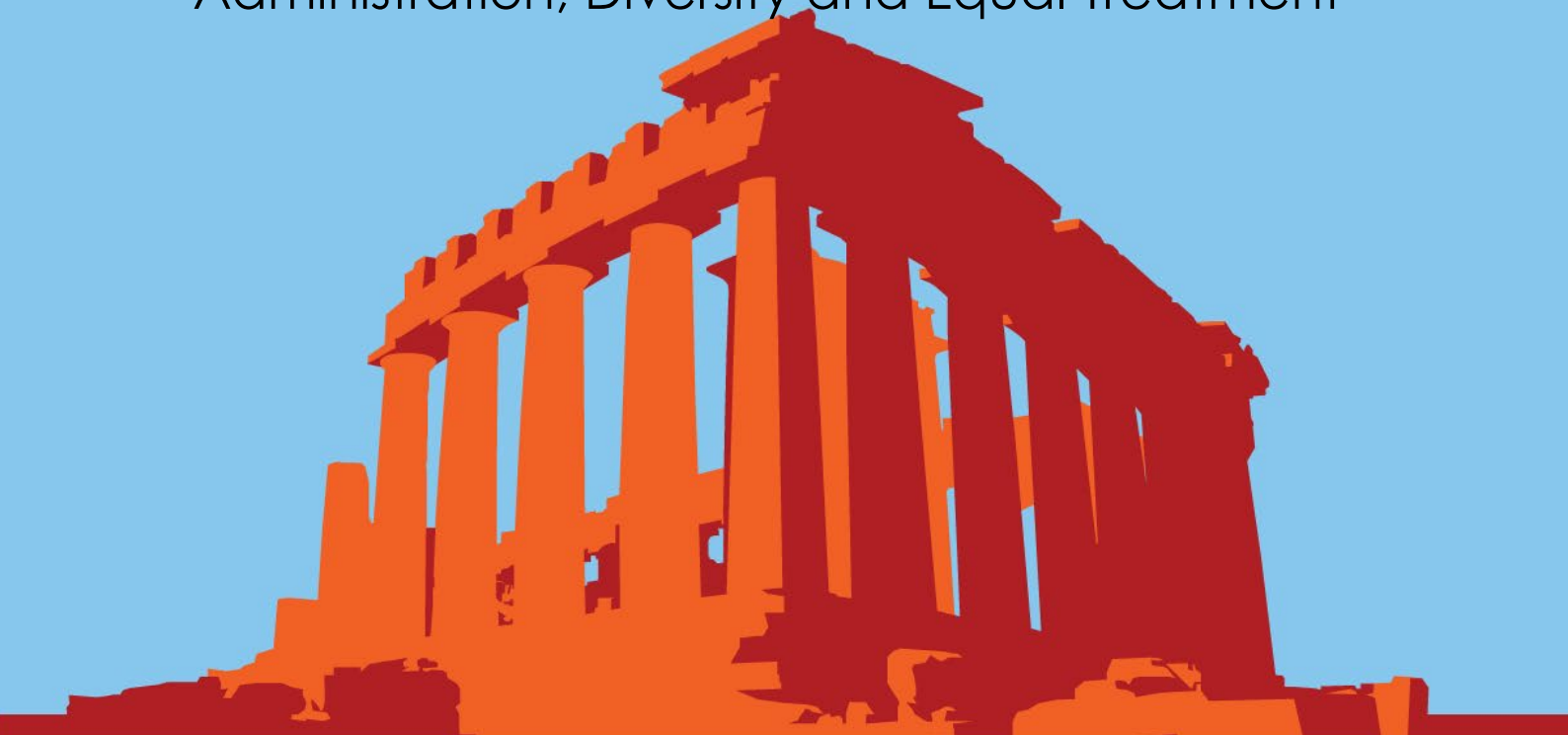
### 3-6 September

**Strengthening Democratic Governance  
for Better Public Policies and Services**

## CALL FOR PAPERS

STUDY GROUP XXIII

Administration, Diversity and Equal Treatment



[iias-iisa.org/egpa-2024-conference/](https://iias-iisa.org/egpa-2024-conference/)



## About the Permanent Study Group Programme

In recent times, public policies, both at national and supra-national (especially E.U.) level, have started a new path. Differently than in the past, the idea, according to which equality is not based only on protection against discrimination but also on promotion of diversity as a source of richness for society, is widely shared.

The Permanent Study Group on **Administration, Diversity and Equal Treatment** focuses on the rules, implementation tools and best practices, in order to ensure equal treatment and enhancement of diversity in administrative action. The main purpose is to develop and strengthen a fruitful dialogue between researchers and practitioners from different regions, in different fields (e.g.: law, management, sociology, anthropology, administrative sciences, political science, philosophy, education, etc.), as well as in their relationships with institutions and civil society. Bottom-up initiatives by civil society organisations, adopting a collaborative approach toward local and national administrations and inducing co-productive practices, will also be analysed.

## 2024 Theme

The possible causes of discrimination are numerous: sex and gender, race, age, religion, state of health, economic and social condition, and so on. Especially socio-economic differences often produce or aggravate other kinds of inequalities and are the origin of the multiple-discrimination phenomenon. A “negative” approach to differences should be replaced by a “positive” one based on sensitivity to diversity as a relevant driver of human interaction. The aim at inclusion primarily involves the implementation of an integrated and inter-sectional perspective. Moreover, equal treatment corresponds to fundamental rights of individuals and to a duty of public authorities and formally private subjects pursuing a public interest. In order to erase discrimination and foster diversity, many various instruments (both normative and best practices) may be suitable. In such polyhedric context, strengthening democratic governance may be strategic, to ensure better public policies and services. The topics of democracy and participation by the citizens in public governance is pivotal especially for the protection of fundamental rights and the implementation of equal treatment. It is fundamental as well, in the perspective of the enhancement of a new approach to diversity as strategic opportunity for the improvement of administrative action.



We invite proposals (both papers and “discussion pieces” in the form of 1-3 pages proposals outlining topics open for further discussion) addressing issues such as (although not limited to)

- Models and tools for participation by the citizens in administrative decision-making;
- Tools enhancing diversity and democracy;
- Public policies and diversity;
- Diversity and inclusion management;
- Role of the public institutions;
- Private-public partnerships;
- Multicultural and multi-professional teamwork and culturally intelligent human resources
- Importance of the dialogue between researchers and practitioners
- Cross Cultural Training model and social impact

#### Chairs of the Permanent Study Group XXIII

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## Practicalities

### *Important dates:*

- ✓ Deadline for submission of abstracts: May 15, 2024
- ✓ Deadline for notification to the authors: May 30, 2024
- ✓ Deadline for online submission of full papers: August 13, 2024
- ✓ EGPA PhD Symposium 3-4 September 2024
- ✓ EGPA 2024 Conference: 4-6 September 2024

EGPA 2024 Conference Website:

<https://ias-iisa.org/egpa-2024-conference/>

EGPA 2024 Conference Management System:

<https://www.conftool.org/egpa-conference2024>

For any questions regarding EGPA 2024, please contact us at:

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