

Orly Benjamin
Department of Sociology and Anthropology
The Poverty Research Unit of the Social Science Faculty
BAR-ILAN UNIVERSITY

CURRICULUM VITAE

Address: 8 Beit-Oren St. Tel Aviv 6731936
Tel: 972-50-5949812
E-mail: Orly.benjamin@biu.ac.il
Place of Birth: Israel
Date of Birth: March 14, 1960
Marital Status: Separated+1

1988	B.A.	Tel Aviv U.
1995	Ph.D.	University of Oxford, UK

Thesis: Therapeutic Discourse and the negotiability of Family Work

PUBLICATIONS

BOOKS (as author)

Michal Rom and Orly Benjamin. *Feminism, Family and Identity in Israel: Women's Marital Names*. New York: Palgrave MacMillan, 315 pages, (2011).

BOOKS ACCEPTED FOR PUBLICATION (as author)

Benjamin, Orly, *Gendering Israel's Outsourcing: The Erasure of Employees' Caring Skills*, New York: Palgrave MacMillan, ??? pages, (2016).

CHAPTERS IN BOOKS

1. D. Amir and O. Benjamin. (1992) "Abortion approval as a Ritual of Symbolic Control", In: C. Feinman (Ed.), *The Criminalization of a Woman's Body*, (pp. 73-95). New York: The Haworth Press.
2. D. Amir and O. Benjamin. (1997) "Sexuality and the Female National Subject: Contraception and Abortion Policy in Israel", In: Carver Terrell and Veronique Mottier (Eds.), *Politics of Sexuality*, (pp. 158-168). London: Routledge. The ECPR 'European Political Science' Series.

3. O. Benjamin and S. Sambol. (2006) "Surviving spatial oppressions over time: Israeli working poor women's localized resistance", In: A. Bartels and M. Schultze (Eds.), *Re/defining the Matrix: Reflections on Time - Space – Agency*, (pp. 77-88). Germany: Peter Lang Pub Inc.
4. D. Rubinstein, O. Benjamin and E. Golan (2008). "The Main Road: Structural Empowerment of the Working Poor in the context of Government Procurement Culture Empowerment" In: M. Ejzenstadt and G. Mundlak (Eds.), *Trial, The Law, Society and Culture Series*, (pp. 159-194). Tel-Aviv University: The Buchman Faculty of Law. Tel-Aviv: Nevo publishers. [Hebrew].
5. O. Sasson-Levy and O. Benjamin, (2012). Public Accountability for Gender Equality , pp. 499-526 in R. Cohen Almagor, O. Arbel-Ganz and A. Kasher (Eds.), *Public Responsibility in Israel*, Tel-Aviv: Hakibbutz Hameuchad publishing House and the Jerusalem Center of Ethics. [Hebrew].
6. O. Benjamin (2012). The Privatization of the Higher Education System and the Rhetoric Used to Deploy Precarious Employment in Reproducing Social Hierarchies, pp. 87-101 in *Precarious Employment: Systematic Exclusion and Exploitation in the Israeli Labor Market* edited by D. Mishori and A. Maor. Tel-Aviv: Achva publishers. [Hebrew]
7. O. Benjamin. (2013). *Recognizing Avishai Ehrlich's Contribution to Intersectionality Theory in the Understanding of Women's Work in Israel*, pp. 157-164 in *The Work of Avishai Ehrlich: Political Sociologist, Activist and Public Intellectual* edited by N. Ehrlich, L. Marks and N. Yuval-Davis. Newcastle upon Tyne: Cambridge Scholars Publishing.
8. O. Benjamin. (2013). The spirit of women working together as discussion of ethics in Israeli feminist interview research, pp. 134-151 in *Qualitative Research for Israeli Feminist Researchers* edited by M. Krumer-Nevo, M., Hacker, D. and Ajay, M. (Eds.), Migdarim series, Tel Aviv: Hakibbutz Hameuchad. [Hebrew].
9. O. Benjamin. (In press) *Capitalism, Intersectionality and the Welfare State: Labor market polarization among Israeli women*. In *Capitalism and Gender in Israel* edited by D. Ulmert, D., Kasin, O., Brayer-Garb, R. and Y. Tirosh [Hebrew].
10. O. Benjamin (In Press) Economic Insecurity, in *Handbook on Poverty*, Sage Publications Ltd.
11. O. Benjamin and S. Nisim (In Press). "Invisible Employees in the Israeli Public Procurement of Cleaning Services: Can visibility be reinforced?". In: E. Shoham and S. Doron (Eds.) *Between Over visibility and transparency: Treating the "Other" in Israeli Society*. [Hebrew].
12. O. Benjamin (2015). "Negotiating job quality in Contracted out services: An Israeli institutional ethnography". In: Adkins and L., Dever, M. (Eds.) *The Post Fordist Sexual Contract: Working and Living in Contingency*. New York: Palgrave McMillan, (Pp. 149-170).

ARTICLES IN REFEREED JOURNALS

1. A. Delila and O. Benjamin. (1992). The abortion committees: Educating and Controlling, *Women, Journal of Women and Criminal Justice*, (Vol.3) 1, pp. 5-25.
2. O. Benjamin and O. Sullivan (1996). The Importance of Difference: Reconceptualising the Increased Flexibility in Gender Relations at Home. *Sociological Review*, (Vol. 44) 2, pp. 225-251.
3. A. Delila and O. Benjamin (1997). Defining Encounters: who are the women entitled to join the Israeli Collective? *International Women's Studies Forum*, Special Issue on Israel. (Vol. 20) 5/6, pp. 639-650.
4. O. Benjamin (1997). Self-Development in Israel: Does it affect Women's Attempts to Increase Partners' Participation? *Israeli Social Science Research*, (Vol.12) 2, pp. 112-134.
5. O. Benjamin (1998). Therapeutic Discourse, Power and Change: Emotion and Negotiation in Marital Conversations. *Sociology*, (Vol. 32) 4, pp. 771-793.
6. O. Benjamin and O. Sullivan (1999). Relational Resources, Gender Consciousness and Possibilities of Change in Marital Relationships. *Sociological Review*, (Vol. 47) 4, pp. 794-820.
7. O. Benjamin. (2001). Changing Intimate Relationships: An Israel-UK Comparison. *Community, Work & Family*, (Vol. 4) 2, pp. 173-193.
8. O. Benjamin (2002). The duality in the relationship between the state and women in Israel: the case of women employed via temporary help agencies in the public sector. *Havra Urevah'a*, (Vol. 22) 4, pp. 455-480. [Hebrew].
9. O. Benjamin and H. Ha'Elyon (2002). Re-Writing Fertilization: Trust, Pain and Exit Points. *Women's Studies International Forum*, (Vol. 25) 6, pp. 667-678.
10. O. Benjamin and T. Barash (2003). 'He thought I would be like my mother:' Orientalism and Mizrahi Women's Silencing in Israeli Inter- and Intra-Marriages. *Ethnic and Racial Studies*, (Vol. 27) 2, pp. 266-289, 2003.
11. O. Benjamin (2003). The Power of Unsilencing: Between Silence and Negotiation in Heterosexual Relationships. *Journal for the Theory of Social Behaviour*, (Vol. 33) 1, pp. 1-19.
12. O. Benjamin and S. Kamin-Shaaltiel (2004). It's Not Because I'm Fat: Women, Overweight, and Marital Conflict. *Health Care for Women International*, (Vol. 25) 9, pp. 853-871.

13. O. Benjamin and H. Ha'elyon (2004). Silenced Reality: Power Relations between Marital Blueprints in Israeli Marriages. *Symbolic Interaction*, (Vol. 7) 4, pp. 461-483.
14. O. Benjamin and R. Goclaw (2005). Narrating the Power of Non-Standard Employment: The Case of the Israeli Public Sector. *Journal of Management Studies*, (Vol. 42) 4, pp. 737-759.
15. O. Benjamin (2006). Going downhill in the Labor Market: The Commodification of the Female Work Force in Israel. *Democartic Culture*, (Vol. 10) 4, pp. 66-98. [Hebrew].
16. R. Goclaw and O. Benjamin (2006). Robots or Dwarfs: Commitment and Dehumanization towards Temporary employees among Public Sector HR Managers. *Israeli Sociology*, (Vol. 7) 2, pp. 253-280. [Hebrew].
17. S. Sambol and O. Benjamin, (2006). Motherhood and Poverty in Israel: The place of Motherhood in the lives of the Working Poor. *Social Issues in Israel*, (Vol. 1) 2, pp. 31-63 [Hebrew].
18. S. Sambol and O. Benjamin (2007). Structural and Gender Based Interruptions in Women's Work History: the entrenchment of opportunity structures for the working poor. *Israeli Sociology*, (Vol. 9) 1, pp. 5-37. [Hebrew].
19. R. Gaunt and O. Benjamin (2007). Job insecurity, stress, and gender: The moderating role of gender ideology. *Community, Work and Family*, (Vol. 10) 3, pp. 339-353, 2007.
20. S. Nisim and O. Benjamin (2008). Power and Size of Firms as Reflected in Cleaning Subcontractors' Practices of Social Responsibility. *Journal of Business ethics*, (Vol.27) 4, pp. 224-237.
21. O. Benjamin and D. Tilustan (2009). Intimacy and/or Degradation: Heterosexual Images of Togetherness and Women's Embrace of Pornography. *Sexualities*, (Vol. 13) 5, pp. 1-25.
22. S. Offer, S. Sambol and O. Benjamin (2010). Learning to negotiate network relations: social support among working mothers living in poverty. *Community, Work and Family*, (Vol. 13) 4, pp. 467-482.
23. S. Nisim and O. Benjamin (2010). The Speech of Services Procurement: The Negotiated Order of Commodification and Dehumanization of Cleaning Employees. *Human Organization*, (Vol. 69) 3, pp. 221-232.
24. M. Krumer-Nevo and O. Benjamin (2010). Critical Poverty Knowledge: Contesting Othering and Social Distancing. *Current Sociology*. (Vol. 58) 5, pp. 693-714.
25. O. Benjamin, D. Bernstein and P. Motzafi-Haller (2010). Emotional politics in Cleaning Work: the Case of Israel. *Human Relations*, (Vol. 63) 3, pp. 337-357.
26. R. Haze and O. Benjamin (2011). 'And then I had to go to the Rabbinical Court': Mapping gender and religious identities in Cohabiting families in Israel. *Israeli Sociology*, (Vol. 12) 2, pp. 159-213. [In Hebrew].

27. O. Benjamin and R. Haze (2011). Performing Cohabitation: Secular Individualism and Communication Skills Among Israeli Committed Cohabitors. *Journal of Social and Personal Relationships*, (Vol. 28) 6, pp. 790-808.
28. O. Benjamin, D. Bernstein, and P. Motzafi-Haller (2011). Diversity in an Israeli Intersectional Analysis: The Salience of Employment Arrangements and Inter-Personal Relationships. *Women's Studies International Forum*, (Vol. 34) 3, pp. 220-231.
29. O. Benjamin (2011). Gender Outcomes of Labor Market Policy in Israel. *Equality, diversity and inclusion*, (Vol. 30) 5, pp. 394-408.
30. A. Herbst and O. Benjamin (2012). It was a Zionist Act: Feminist Politics of Single-Mother Policy Votes in Israel, *Women's Studies International Forum*, 35(1): 29-37.
31. O. Benjamin (2012). Studying Gender in Israel In the context of intensified Neo-Liberalization and its Challenging Efforts. *MIGDAR: Journal of Gender and Feminism*, 1: 23-42 [In Hebrew].
32. O. Benjamin. (2013). From co-operation with economic globalization to its critique: An Intersectional concept of gender Justice. *GENDER: Journal for Gender, Culture and Society*, Zeitschrift für Geschlecht, Kultur und Gesellschaft, 5(21): 45-63.
33. O. Benjamin and S. Nisim (2015). The Illegal as Normative: The Illegal as Normative: Employment Practices of Cleaning Companies in Israel As Shaped by State's Network Centralism. *Business and Society*, 54(5): 676-700. [SJR impact 1.17; ranked 154 out of 1106 'Business and Management']
34. O. Benjamin, Nisim, S. and G. Segev (2015). Corporate Social Responsibility as Shaped by Managers' Ethical Orientation: Cleaning Services Procurement as a Test Case, *Journal of Business Ethics*, 30(1): 209-221.
35. O. Benjamin (2013) The Narratives of New Public Management in an International and Israeli Perspective and the Gendered Political Economy of Care Work; A special issue on Care: Work, Relations, Regimes, *Soziale Welt*, 20: 253-268, Nomos-Verlag Baden-Baden.
36. Lavee, E. and O. Benjamin. (2015) Working-Class Mothers' School Involvement: A Class-Specific Maternal Ideal? *The Sociological Review*. 63(3): 608-625.
37. Benjamin, O. (2015). Time is Money: Deskilling caring work through time allocation in services procurement submitted to the special issue on gender and public procurement, *Wagadu: Journal of Transnational Women's and Gender Studies*, 14: 1-11.
38. Benjamin, O. (2015). Editorial: Women, Gender and Government Outsourcing in Comparative Perspectives, *Wagadu: Journal of Transnational Women's and Gender Studies*, 14: 85-110.

39. Lavee, E. and O. Benjamin (2015) "I've Got No Choice": Low-Income Mothers' Emotional Management of Caring Crisis, *Journal of Family Issues*, 37(7): 997-1021.
40. Herbst, A. and O. Benjamin (2015). Between Activation and Supporting Women: Alternative Operation of Welfare-to-Work Programs, *Social Policy and Administration*, On-line first.
41. O. Benjamin (2016). Social Services Procurement in Israel as gendering employment conditions: The negotiation between the state and employers delivering services, *Bitachon Sociali [Social Security]*, 98: 39-62. (Heb.)
42. O. Benjamin. (2016) Gendered corrosion of occupational knowledge: Contracting-out Israeli social services, *Equality, Diversity and Inclusion: An International Journal*, 35(3): 174-185.
43. Or Raviv and Orly Benjamin (accepted). Sub-minimum wage for people with disabilities: A cross national study, *Bitachon Sociali [Social Security]*, (In Hebrew)
44. Oppenheim-Shachar, S. and O. Benjamin. (2016) Adolescent girls' connectivity in an occupational efficacy workshop: Understanding avoidance, 57: 38-47.

Papers submitted for publication

Anat Herbst and O. Benjamin. (Submitted after R&R) The value of leaving children alone at home: Producing Israeli mothers' disentanglement to childcare, *Current Sociology*

Anat Herbst and O. Benjamin. Assuming an "adult worker": Changing 'gendered moral rationalities' and poverty among Israeli welfare-to-work participants.

Ornit Ramati and O. Benjamin. A Gender Perspective on Physical Education (PE) in Israel: PE Teachers' talk of girls' Bodies

****III. PAPERS PRESENTED AT SCIENTIFIC CONFERENCES**

Invited Talks

Conference on Qualitative research methods – Institutional ethnography, Ben Gurion University, 2012

"Not on Class alone: class vs. intersectionality in the study of in-employment poverty", *Margins' Standing points: Deborah Bernstein contribution to research on Israeli society*, Tel-Aviv University, December 2012

Gender and protest: acting together / remaining on their own. A panel at Ben Gurion University, 2011

Conference on Qualitative research methods – Institutional ethnography, Ben Gurion University, 2012

“Not on Class alone: class vs. intersectionality in the study of in-employment poverty”, *Margins' Standing points: Deborah Bernstein contribution to research on Israeli society*, Tel-Aviv University, December 2012

Open University, Women and Precarious Employment, 2013

HAGAR, Special issue celebration on Gender and Body, 2013.

Thomas Corham Research Unit (TCRU), University of London: A seminar on the power struggle between managerial and occupational professionalism in the shaping of job insecurity, 2014

Youth Department at the Welfare Ministry, 2015.

School of Social Work, Sapir College, 2015

CONFERENCES

Israeli Modes of Precarious Employment; Can a Legislative Action Be Empowering? Paper Presented at the Annual Conference of the Society for the Advancement of Socio-Economics (SASE), 30/6-2/7 Budapest, Hungary. 2005.

“The Unsilencing of Shame: The Road Between Shame and Resistance” Paper to be presented at the class, race and gender roundtable at the ASA annual meeting, 11-14 August, Montreal, Canada. 2006.

“Structural and Emotional Processes in the Shaping of Opportunity Structures: A Work History Perspective on Israeli Working Poor Women” Paper to be presented at the session on Poverty at the ASA annual meeting, 11-14 August, Montreal, Canada. 2006.

“Legal Localization of International Trade and the Challenging of its Povertizing Implications” Paper presented at the Social Problem Annual Meeting, 8-11 August, Montreal, Canada. 2006.

“The Povertizing Power of a De-Regulated State”, paper presented at the 23rd Annual Conference, The Open University of Israel, Ra'anana, Israel. 2007.

“Negotiating Support: Temporality in Network Relations of Working Mothers in Poverty”, paper presented at the annual meeting of the Society for the Study of Social Problems, New York. 2007.

"Emotional Ambivalence in Israeli intimate egalitarian relationships", paper presented at the annual meeting of the American Sociological Association, New York. 2007.

"Job insecurity, stress, and gender: The moderating role of gender ideology", Paper presented at the Work, Family and Community annual meeting in Lisbon, Portugal, 2008.

"'Parasites': the Discursive Order and the Single Mothers' allowances cuts practice", Paper presented at the Second Conference on Discourse and Gender in Israel, Bar-Ilan University, 2009.

Anat Herbst and Orly Benjamin. "Budgeting Local Authorities and Gender: The disappearance of single-headed families from the language of critical reports on local policies", ESPANET, Emek Yzrael College, 2011

Orly Benjamin. "Gender and contesting models of love: Ambivalence as Silencing in Israeli intimate relationships", The inter-disciplinary Network, Oxford, 2011.

Orly Benjamin. Who is exposed to practices of de-skilling? Intersectionality Theory and Employment arrangements. Power & Difference, the 3rd International Conference, Tampere, 27–29 August 2012. Session: Intersectionality in Social Theory and Practice

Orly Benjamin. The Israeli State's treatment of recent unionization in the social services as reflected in Education, Welfare and Health tenders, Van-Leer Institute, Jerusalem, 2012.

Orly Benjamin. Not Class on its own: Class vs. Intersectionality in studying in-employment poverty, "Gazes from The Margins", Tribute Conference for Professor Deborah Bernstein, Tel-Aviv University, Tel-Aviv. 2012.

Orly Benjamin. Invited paper. Economic Globalization and Gender Inequality in Israel: The Contribution of Shlomo Swirsky, Annual meeting of the Israeli sociological Association, Rupin College, 2013.

Einat Lavie and Orly Benjamin. Morality through Emotion Work: How do low income mothers position themselves as appropriate citizens/mothers? Paper presented at the Annual Meeting of the American Sociological Association, Section on Sociology of Emotions Paper Session. Emotion and Inequality, New York, 2013.

Einat Lavie and Orly Benjamin. Maternal learning processes: Intensified work-family conflict as shaping Low income mothers' labor market exits. Paper presented at the Annual Meeting of the American Sociological Association, Section on the Sociology of the Family / Section on the Sociology of the Family Roundtables, New York, 2013.

Orly Benjamin. State feminism and caregivers in poverty employment: Between Nussbaum's Institutional Compassion and a political ethics of care. Paper presented at meta-ethics workshop, August 14-20, The Free University, Berlin, 2013.

“Social policy and social services delivery: The salience of unions' resistance in protecting the right to care”. Paper presented at the annual meeting of the *Social Policy Association*, Sheffield: University of Sheffield, 14-18 July, 2014.

“Can Union Action Protect Women in the Social Services from Outsourcing Consequences? Some Implications for Gender Relations”. Paper presented at the conference on Gender, labour market and the welfare state, organized by the RN 14 of the European sociological association, 3rd-7th September, 2014.

“Managerial professionalism as De-professionalization? The evaluation of women's work in privatized caring services”. Paper presented at the *Work Family Research Network (WFRN)* 2nd international conference, New York, 18th- 22nd of June, 2014.

“Deskilling through budgeting: Defeating professionalization in the contracting-out of social services in Israel”. Paper presented at Stream on ‘Gender and Labour in New

Times' at the *Gender, Work and Organization*, 8th Biennial International Interdisciplinary Conference, 24th – 26th June, 2014, UK: Keele University.

O. Benjamin (2014) “Corporate Social Responsibility and Public Private Partnerships: Business partners' contribution”, paper presented at The Macrotheme Business and Social Science conference, Paris ESPACE VOCATION PARIS HAUSSMAN, 19-20 December, Paris.

Sharon Orshalimi and O. Benjamin (2015) “Medicalised Representations of the Functioning Heterosexual Feminine Body: a Vestibulitis-Centred Investigation of Women's Struggle”. Paper presented at TALKING BODIES, An interdisciplinary, international project at the University of Chester, 31.03.15-02.04.15, Chester, UK.

Sigal Openheim-Shachar and O. Benjamin (2015) “Adolescent Girls in an Occupational-Efficacy Workshop: Understanding Avoidance”. Paper presented at The Third European Conference on Education (IAFOR), 1-5 July Brighton, UK.

Anat Herbst and O. Benjamin (2015) “The value of leaving children alone at home: Producing Israeli Single mothers' 'disentitlement' to child care”. Paper presented at the Annual meeting of the Social Policy Association, Ulster University, July 6-8, Belfast, North Ireland, UK.

O. Benjamin (2015) “Bureau-professionals and their power to negotiate Quality social care services – the Israeli case, Paper presented at the Annual meeting of the Social Policy Association, Ulster University, July 6-8, Belfast, North Ireland, UK.

Anat Herbst and O. Benjamin (2015) “Assuming an “Adult Worker”: Changing 'Gendered Moral Rationalities' and Poverty among Israeli Welfare-to-work Participants – political meanings and Implications for feminist leadership”. Paper presented at the Oxford Women's Leadership Symposium, Somerville College, 5-8 August, Oxford, UK

O. Benjamin (2015) “Feminist Coalitions and Solidarity in The Rebuilding of Dialogical Professionalization in Social Services”. Paper presented at the 12 conference of the European Sociological Association on Difference, Inequality and the Sociological Imagination, Czech Technical University, 25-28 August, Prague.

ACADEMIC PROFILE

I am a feminist sociologist currently chairing the poverty research unit at the social sciences faculty at Bar-Ilan university. As part of the research activities at the unit I currently conduct a study on obstacles to poverty alleviation in diverse social positions: Obstacles to employment, obstacles to rights and services actualization and changes in the formation of income set. I examine these issues for four types of households in both peripheral local authorities and those at the center of the country. Following the preliminary findings of this study I currently seek funding for a study more focused on poverty among postretirement employees, poverty as shaping occupational development of adolescent girls and young women and poverty among women exposed to economic violence. My book, *Gendering Israel's Outsourcing: The Erasure of Employees' Caring Skills*, is expected in September 2016. It summarizes my research on poverty among women employed in service and care occupations (SACO). In the book I present my analysis of interviews with budgeting and occupational standards administrators involved in preparing contracts for the operations of education, health and welfare services. I show how the job insecurity created by outsourcing privatizes employees' sense of entitlement to appropriate remuneration. The significance of this finding is in clarifying that even if employees maintain their definition of themselves as skilled, without broad feminist support, the political power position of their claim for recognition will remain weak, weakening further the professionalization service and care occupations.

My two books reflect my two main areas of research: I am interested in job insecurity as experienced by women in bad jobs and I study couples' marital conversations from the perspective of relationship-related identities. My papers on in-employment poverty are included in many of the syllabi of courses on Israeli society for undergraduates in Israeli universities. Three theoretical contributions of mine were recognized and cited: the idea of the marital negotiation as influenced by inter-personal resources; the conceptualization of silencing and un-silencing of marital conversations and the idea of precarious employment as salient to polarization among employed women. These ideas are to be further developed in my current work on poverty and I believe that their international recognition will rise in the future.

My understanding of my position as a feminist sociologist has prompted me to place considerable emphasis on developing research and writing skills in my students. To give them experience in publishing the findings of their studies I always try to co-author my studies with my graduate students, particularly those who collect data in fields which I consider to be part of my research areas.

Since my 1997 work with the prominent local feminist Delila Amir I have extended my interest in the issue of conditional or ambivalent belonging to diverse collective circles. These include the national collective, the community, the family, marital relationships and the work place. My interest in this area led to a specific focus on silencing as one of the most powerful forces fragmenting women's experiences along diverse intersectional oppressions. My work on national silences affecting immigrants from the Former Soviet Union in their interactions with Israeli society was echoed in my 2003 work on unsilencing that focused on intimate silencing. The convergence of the two projects, the national and the relationship based one, recently materialized in my book with Michal Rom where we developed the notion of ambivalent belonging. The analysis of Israeli women's naming practices in this book showed that to ensure a better future for their children, women struggle to maintain their belonging, even when it remains ambivalent, while simultaneously insisting on their right to name themselves. My interest in the way women derive a sense of self worth while employed in low quality jobs also culminated in a discussion (Human Relations, 2010) connecting a sense of belonging to intersectionality. For cleaning employees, belonging revolves around specific emotional politics characterizing women's interactions in the workplace, with their communities and with their families. Intersectionality emerged as salient to the different emotional dynamics women experience in each of these circles. For the purpose of further developing this idea, together with my colleagues on Cleaning in Israel study, Debbie Bernstein and Pnina Haller-Motzaffi, I have developed the possibility to add employment arrangements into the theory of intersectionality in a paper published in Women's Studies International Forum. My interest in cleaning employees has developed since the earliest publication on the current list, an article in Hebrew with a Master's student based on her interviews with HR managers. Analyzing the material introduced me to

the literature on oppressive Othering. This perspective enabled me to decipher the political meanings of dehumanizing metaphors used by HR managers. I argued that this measure of Othering exerted on cleaning subcontractors' employees legitimized the deliberate violation of these workers' employment conditions and rights. This article is currently taught in sociology courses in universities and colleges around the country. Several important publications followed this project. When I began to study cleaning work in Israel with Debbie Bernstein and Pnina Motzaffi-Haller I continued to explore the Othering perspective and it appears as a key claim in a Human Organization article written with my student Sarit Nisim. As part of the cleaning in Israel project, she conducted interviews with cleaning subcontractors and I developed the theoretical framework presented in this article that distinguishes between distancing Othering and intimate Othering. This interest in Othering and my motivation to understand why is it that so much literature still engages in Othering despite increased awareness of its devastating outcomes, led to my co-operation with Michal Kromer Nevo with whom I was able to unsilence several problematic conventions common to critical writing on poverty (*Current Sociology*, 2010).

Writing and teaching in the area of labor market and globalization I gradually realized the salience of public procurement and trade in services for the deterioration in the quality of women's jobs. Particularly concerning women employed by organizations delivering public services. On the ground of these realizations I have developed a feminist policy making approach to job quality.

In the area of couples' relationships, I have continued to look at middle class intimate relationships, and have investigated potential consequences of possible utilizations of the marital conversation. I was able to show in the field of cohabitation (*Journal of social and personal relationships*, forthcoming) how women struggle against interactional constraints on what they can say in their marital conversations and how liberating themselves of such constraints can allow them to experience their relationships as affording self development. In this sense I remain, as very early on in my PhD study, a follower of Francesca Cancian whose typology of relationship blueprints I always find helpful. My work on women's ability to accept their partners' interest in pornography expanded on her notion of women's enhanced dependency on

men in late modernity; one outcome is that we now know more about how the process accelerates in the context of the normative requirement to maintain a passionate relationship.

I also consider myself a public sociologist in the sense of undertaking the task of translating sociology knowledge into non academic public settings. Thus, I have developed a program called Networks: Preparing youth for the Labor Market. The program is based on connecting youth outside normative schooling to sociological understanding of the labor market on three topics: feminist understanding of segregation and its costs; neo-institutional understanding of job insecurity; and the salience of bridging relationships for escaping 'bad jobs'. The program was adopted by several bodies working with youth including Kidum noar, Elem and Branko-Weiss highschools among others. It was translated into Arabic and adopted into Haredi (Ultra religious) needs as well. About 120 groups of youth around the country have already taken the 20 meeting program.