

WORKPLACE EQUALITY IN EUROPE

The Role of Trade Unions

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Workplace Equality In Europe The Role Of Trade Unions

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Workplace Equality In Europe The Role Of Trade Unions:

Workplace Equality in Europe Anna Paraskevopoulou, Sonia McKay, 2016-03-03 Drawing on data from a Europe wide project together with existing data on equality and diversity initiatives this book explores the work of trade unions in supporting equality and anti discrimination policies across Europe and in particular the processes and collaborations involved in incorporating equality and diversity policies into trade union agendas It considers theoretical issues of equality and diversity the role of EU legislation multiple discrimination and exclusion and disadvantage in the labour market in relation to the role of trade unions and addresses central questions about the actions and challenges faced by trade unions in promoting equality in the workplace and in implementing anti discrimination policies at local national and European levels With research spanning 34 European countries and extending to over 250 interviews and 15 case studies Workplace Equality in Europe examines the impact of a period of economic crisis on workplace diversity exploring forms of inter union cooperation at European and international levels and shedding fresh light on the processes that lead some trade unions to adopt equality policies while others remain reluctant to develop or expand policies in this area A detailed European study of trade union activity and workplace diversity this book will be of interest to scholars of the sociology of work and organisations labour relations and workplace diversity

The Challenge of Mainstreaming for Trade Unions in Europe, 2007 The objective of this research programme is to apply the concept of gender mainstreaming to the trade union field to activities that have already been carried out or started by crossing conceptual analysis and respective national situations It involves developing a comparative approach between European countries which are rarely brought together in this way namely Austria Belgium Denmark France Italy and the Netherlands This approach is interesting because it observes mechanisms that are operating in these different countries where gender mainstreaming is taken into account in different ways or almost ignored by trade union actors depending on specific societal configurations which should be highlighted How has the issue of mainstreaming been introduced or not in these countries What relationship can be observed between specific policies and actions aimed at equality and the methodological innovation introduced by gender mainstreaming What role do trade unions play in processes that are favourable unfavourable to equality and what is their attitude to mainstreaming During this research programme we will attempt to answer at least partly all these questions The aim of this report is to provide a synthesis of the main results which have been collected by each partner in the six countries concerned throughout the research programme

Trade Unions in Europe Deborah Foster, Peter Scott, 2003 Trade unions in Europe are constantly facing new challenges as the scope and influence of the European Union increases in the spheres of employment and social regulation This book examines the dilemmas brought about by contemporary processes of economic and social change in the EU and evaluates the role and influence of trade unions and the nature of their response Contributors are drawn from a number of different countries and chapters address contemporary issues in areas of expertise in the field of industrial

relations Topics include the European social partners and the effectiveness of social dialogue processes the implications of subsidiarity and the open method of co ordination gender representation in trade unions European Monetary Union and the public services the ambiguous role of trade unions in European Works Councils and the internal reform organisation and restructuring of trade unions in Europe This text is a useful reader addressing a number of key contemporary developments in European trade unions and industrial relations It will be of interest to those studying industrial relations business studies sociology European studies and political science as well as managers trade unionists and practitioners in the field of social and employment policy Social Justice, Welfare and EU Law Sára Hungler,2024-11-08 This innovative book delves into the concept of social justice in the Visegrád countries through a rigorous examination of two demographics working mothers and the unemployed Using new empirical data Sára Hungler analyses the experiences of these groups from the perspectives of redistribution recognition and representation Europe's Experimental Union Brigid Laffan,Rory O'Donnell,Michael Smith,2000 The dynamics of European integration is increasingly topical as Europe's political leaders grapple with the nature and purpose of the EU in the light of major developments This book provides an analysis of an unsettled Europe and the unsettled nature of scholarly analysis of the EU Equality in the Workplace Irish Congress of Trade Unions,2008

Employment Relations Pauline Dibben,Geoffrey Wood,Gilton Klerck,2011-02-18 Drawing on the latest research Employment Relations is a key text for anyone studying the CIPD Level 7 Advanced module Managing Employment Relations as well as all those looking to expand their knowledge and understanding in this area Covering both the conceptual debates and contextual factors relating to employment relations as well as key management interventions this is invaluable reading for anyone looking to understand both the theory and practice of employment relations With coverage of the main players in employment relations Trade Unions Employers and the State and critical discussion of the local national and global effects on employment relations Employment Relations provides a thorough grounding in the international context of employment relations With comprehensive consideration of key workplace issues including employee engagement discrimination conflict downsizing and redundancies this is ideal reading for students and practitioners alike Packed with exercises examples and case studies this book allows readers to take a critical approach to this crucial topic Online supporting resources include an instructor's manual lecture slides additional cases annotated web links and further reading **The Dynamics of Managing Diversity** Gill Kirton,Anne-marie Greene,2015-07-24 The Dynamics of Managing Diversity was one of the first books to respond to growing academic coverage of the topic of diversity management at degree level This fourth edition has been fully updated to reflect new working practices statistical information and developments in equality and diversity law as well as including new case studies and analysis of current and emerging areas of debate in the UK and across Europe Diversity management is a term that covers not only race disability and sex discrimination but also broader issues such as individual and cultural differences The Dynamics of Managing Diversity fourth edition provides HR and business managers of the future

with the legal information and research findings to enable them to develop meaningful diversity policies in their organizations This new edition offers Coverage of topical areas such as female representation on executive boards religious diversity and economic migration following EU enlargement Multiple analytical perspectives such as socio legal and feminist approaches to provide rich insights to the subject matter Practical case studies to illustrate the real life issues in a local international and organizational context Kirton and Greene present the subject of diversity management in a logical and structured manner beginning each chapter with aims and objectives and ending with discussion questions making this book the perfect support resource for those teaching or studying in the field of equality and diversity

The Dynamics of Managing Diversity and Inclusion Gill Kirton, Anne-marie Greene, 2021-12-28 The Dynamics of Managing Diversity and Inclusion was one of the first books to respond to growing academic coverage of the topic of diversity management at degree level This fifth edition has been fully updated to reflect new working practices labour market data organisational policies and developments in equality and diversity law as well as including new case studies and analysis of current and emerging areas of debate in the United Kingdom and across Europe Diversity management is a term that covers not only policy and practice on race disability and sex discrimination but also broader issues including other identity and cultural differences The Dynamics of Managing Diversity and Inclusion fifth edition provides future HR professionals and business organisational managers of the future with the legal information and research findings needed to enable them to participate in the development and implementation of meaningful diversity and inclusion policies in their organisations This new edition offers Inclusion of topical issues such as female and minority representation on executive boards religious diversity gender identity Black Lives Matter and MeToo movements Multiple analytical perspectives such as socio legal and feminist approaches to provide rich insights into the subject matter Practical case studies and exercises to illustrate the real life issues in a local international and organisational context The book deals with the subject of diversity management in a rigorous and structured manner beginning each chapter with aims and objectives providing key learning points and review and discussion questions at regular junctures and ending with concluding thoughts and observations making this book the perfect support resource for those teaching or studying in the field of equality diversity and inclusion

Research Handbook on Gender, Work and Employment Relations Sue Williamson, Jane Parker, Noelle Donnelly, Mihajla Gavin, Sue Ressa, 2025-04-09 Presenting cutting edge research on gender work and employment relations this Research Handbook represents the latest thinking in this dynamic field A multinational team of academics share their expertise from a broad range of disciplines including employment relations human resource management sociology management and feminist and organisational studies

Trade Union Practices on Anti-discrimination and Diversity European Commission. Directorate-General for Employment, Social Affairs and Equal Opportunities. Unit G.4, London Metropolitan University. Working Lives Research Institute, 2010 Based on the research in all 27 EU Member States as well as the EFTA EEA States Iceland Liechtenstein and Norway three

candidate countries Croatia Turkey and the former Yugoslav Republic of Macedonia and one potential candidate Serbia Identifies 130 significant or innovative initiatives among 280 anti discrimination and pro equality trade union initiatives in these 34 countries Maps out the geographical distribution of these initiatives and outlines the forms of discrimination they aim to combat Looks also at the thematic areas covered and the role played by both legislation and equality bodies 15 case studies were selected and are presented in details *Women in Trade Unions* Homa Dean,2006 Focuses on what trade unions can do to increase gender equality within their own structures and wider society by using gender mainstreaming

European Business Richard Welford,Kate Prescott,1992 Recoge 1 The Development of the EC 2 The EC and its member states 3 Macroeconomic policy integration 4 Competition policy 5 Workplace issues 6 Marketing in Europe 7 Strategies for Europe 8 Culture in Europe 9 Environmental issues and environmental management 10 Central and Eastern Europe 11 Europe in the world economy Challenges of European Employment Relations Linda Dickens,Søren Kaj

Andersen,International Industrial Relations Association. European Regional Congress,2008-01-01 Has European economic and market integration curtailed the autonomy of national industrial relations actors and institutions Or has it reinforced their roles in securing much needed economic adjustment This important book offers a deeply informed comparative perspective on these questions drawing on empirical research on changing conditions within and beyond the EU The book builds on papers presented at the 8th European Regional Congress of the International Industrial Relations Association held in the UK in September 2007 The authors are leading academic authorities from Austria Belgium Canada Denmark Germany The Netherlands Norway Spain and the United Kingdom With detailed attention to such pervasive factors as the consequences of EU enlargement the shift from manufacturing to services changes in the gender composition and demographic profile of the labour force and the growing influence of multinational companies the authors address such issues as the following response of national employment regulatory traditions to globalization privatization outsourcing and budgetary pressures emergence of new forms of competitive advantage for both employers and employees impact of EU mandated information and consultation mechanisms possibility of international union action and transnational solidarity flexicurity and the changing demographics of the labour force gender democracy in trade unions trade union mergers statutory minimum conditions as an alternative to collective bargaining regulation or culture change to promote equality treatment of posted and migrant workers within increasingly transnational labour markets growth in variable pay systems and possible rebirth of vocational training systems and apprenticeships Offering in depth comparative insights into the way in which national and international systems of employment relations are evolving rapidly in the face of cross cutting pressures for change this book illuminates a vastly complex state of affairs In practical terms its many insights into how current trends affect specific working conditions open the way to new initiatives in developing and maintaining a just and equitable employment relations regime for Europe and beyond **Equal Opportunities and Collective Bargaining in**

Europe Brian Bercusson, Linda Dickens, 1996 **European Works Councils Bulletin** , 2006 **Trade Unions and Democratic Participation in Europe** Gérard Kester, Henri Pinaud, 1996 Comprises a series of papers which analyse developments in worker participation and industrial relations over the last 20 years and which consider policy options both in Europe and worldwide Part 1 examines the present state of direct and indirect participation in Western Europe part 2 provides details of developments in individual countries of Western Europe and part 3 considers the role of universities in supporting trade unions to develop policies on democratic participation Looks at forms of financial participation

EIRObserver , 2004 **Labour Market and Job Creation Policies in Europe** European Trade Union Institute. ETUI Research Conference, 1996 International Labour Documentation International Labour Organization. Central Library and Documentation Bureau, 1997-08

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