

WORKPLACE EQUALITY IN EUROPE

The Role of Trade Unions

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Workplace Equality In Europe The Role Of Trade Unions

**Brigid Laffan, Rory O'Donnell, Michael
Smith**



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 *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 **The Dynamics of**

Managing Diversity Gill Kirton, Anne-Marie Greene, 2010-05-14 For anyone looking to develop a career in HR or business management understanding the contexts policies and practices for developing a sustainable and high performing diverse workforce is a must 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 third edition has been fully updated to reflect new working practice statistical information and equality and diversity law as well as including new case studies and information on International policies outside the UK and 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 third edition can help to prepare 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 With Accessible text including key learning points activities and discussion questions Practical case studies to illustrate the real life issues in a local international and organizational context A new companion and lecturer website featuring tutor support materials and links to useful sites and additional information 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 This is the perfect support resource for those teaching or studying in the field of equality and diversity Gill Kirton Reader in Employment Relations at the School of Business and Management Queen Mary University of London and licentiate member of the CIPD Anne marie Greene Reader in Industrial Relations in the Industrial Relations and Organisational Behaviour Group Warwick Business School graduate member of the CIPD Related Titles Moran et al Managing Cultural Differences ISBN 9780750682473 Holbeche HR Leadership ISBN 9780750681735

Trade Unions in Western Europe Rebecca Gumbrell-McCormick, Richard Hyman, 2013-10-03 Trade unions in most of Europe are on the defensive in recent decades they have lost membership sometimes drastically their collective bargaining power has declined as has their influence on government and in many countries their public respect is much diminished This book explores the challenges facing trade unions and their responses in ten west European countries Britain Ireland Sweden Denmark Germany Austria the Netherlands Belgium France and Italy Based on a substantial number of interviews with key union representatives and academic experts in each country together with the collection of a large amount of union documentation and background material the book gives an account of how trade unionism has evolved in each country the main recent challenges that unions have faced and their responses The book engages with the debates of the past two decades on union modernization and revitalization and more generally with theories of institutional change and the literature on varieties of capitalism Some observers ask whether unions remain relevant socio economic actors but challenging times can stimulate new thinking and hence provide new opportunities This book aims to show why trade unions are still important subjects for scientific analysis first as a means of collective voice allowing employees to challenge management control and bringing a measure of balance to the employment relationship second as a form of countervailing power to the socio economic dominance of capital and third their potential as a sword of justice to defend the weak vulnerable and disadvantaged express a set of values in opposition to the dominant political economy and offer aspirations for a different and better form of society

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

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

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

Learning with Trade Unions Moira Calvey, 2017-03-02 This edited collection provides an understanding of the range of learning that is enabled by trade unions and the agendas around that learning It comes at an important time as in the UK recent years have seen significant new opportunities for unions involvement in the government's learning and skills policy At the same time trade unions have had to cope with declining membership and changing employment patterns and thus have a keen interest in defining their role in contemporary employment relations and in pursuing strategies for union renewal Therefore in order to explore these dynamics a strong feature of the book is its drawing together of informed research based contributions from the fields of training skills and education and of industrial relations International and historical perspectives are included in order to better understand the contemporary issues There are important conclusions for policy makers practitioners and researchers

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

Economic Citizenship in the European Union Paul Teague, 2005-10-25 Paul Teague explores the macro economic productive and institutional pressures faced by Europe's social model and assesses a number of economic and political programmes aimed at resolving the crisis It also considers the role of the European Union building a social dimension to the European economy The findings suggest that the future of traditional institutions of Social Europe is under threat However they also stress that we are not on the threshold of the Americanisation of European life This study finds that the influential political forces that reject the dismantling of Europe's social model should not be preoccupied with defending inherited institutions Instead this book argues that they should encourage the construction of new forms of social solidarity compatible with the complexities of modern economic life

New Governance and the European Employment Strategy Samantha Velluti, 2010-03-10 In recent years new or experimental approaches to governance in the EU namely the Open Method of Coordination OMC have attracted great interest and controversy This book examines the European Employment Strategy EES and its implementation through the OMC exploring the promises and limitations of the EES for EU social law and policy and for the safeguard of social rights This significant and timely work offers new insights and fresh perspectives into the operation of New Governance and its relationship with both European and national law and constitutionalism This book will be of great interest to academics researchers and postgraduate students working in European law specifically in the field of EU employment law and gender equality and European governance studies in general

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

Violence against Women Gordana Gasmi, 2025-03-15 Violence Against Women International Legal Standards and Trends delves into the international legal framework's successes and failures in addressing gender based violence around the globe Gordana Gasmi examines how

international legal standards and principles enshrined in universal and regional instruments have influenced the implementation of measures to combat violence against women While the book addresses shortcomings it also shines light on the positive transformative capacity of these standards as evidenced by relevant case law and the practices of international courts and monitoring bodies Underscoring the need to recognize the severe consequences of violence against women and the importance of promoting gender equality through legal mechanisms this book is a valuable resource for scholars academic libraries experts from NGOs legal professionals and anyone interested in understanding the global challenges and legal responses to this pressing issue

Unions in a Changing World Shauna L. Olney,1996 The book analyzes the changes that unions have been undergoing in order to adjust to economic technological and social changes discussing their internal structures and strategies and examines the effects of an increasingly diverse workforce

Trade Unions, Immigration, and Immigrants in Europe, 1960-1993 Rinus Penninx,Judith Roosblad,2000 Contains nine essays which discuss 1 resistance and cooperation regarding the employment of foreign workers 2 inclusion and exclusion of foreign workers within trade unions and 3 the adoption of equal treatment or special measures for foreign workers

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 Union Strategies in Central and Eastern Europe Dimitrina Dimitrova,Jacques Vilroix,2005 This publication contains eight essays which explore the changing role of trade unions in ex communist countries during the 15 years of transition from a planned to a market economy It is intended to provide a mechanism to stimulate debate and discussion amongst trade unions in the region as to how they can improve representation of members examine structures and strengthen their influence in public policy It seeks to provide a framework for the process of union strategic planning and also to help guide ILO technical work in this area

Gendered Policies in Europe L. Hantrais,1999-12-06 Gendered Policies in Europe examines the policy process focusing on the shifts in equal opportunities

legislation towards measures to help parents combine employment and family life The authors track the inputs of members states and pressure groups to European policy formation and analyse outputs and outcomes at national levels as they impact on gender issues in law and practice They draw on examples of the implementation of reconciliation policies to illustrate how the policy process operates in different national contexts *The Politics of Social Inclusion and Labor Representation*

Heather Connolly,Stefania Marino,Miguel Martínez Lucio,2019-05-15 In *The Politics of Social Inclusion and Labor Representation* Heather Connolly Stefania Marino and Miguel Mart nez Lucio compare trade union responses to immigration and the related political and labour market developments in the Netherlands Spain and the United Kingdom The labor movement is facing significant challenges as a result of such changes in the modern context As such the authors closely examine the idea of social inclusion and how trade unions are coping with and adapting to the need to support immigrant workers and develop various types of engagement and solidarity strategies in the European context Traversing the dramatically shifting immigration patterns since the 1970s during which emerged a major crisis of capitalism the labor market and society and the contingent rise of anti immigration sentiment and new forms of xenophobia the authors assess and map how trade unions have to varying degrees understood and framed these issues and immigrant labor They show how institutional traditions and the ways that trade unions historically react to social inclusion and equality have played a part in shaping the nature of current initiatives *The Politics of Social Inclusion and Labor Representation* concludes that we need to appreciate the complexity of trade union traditions established paths to renewal and competing trajectories of solidarity While trade union organizations remain wedded to specific trajectories trade union renewal remains an innovative if at times problematic and complex set of choices and aspirations **Race Discrimination and Management of Ethnic Diversity**

and Migration at Work Joana Vassilopoulou,Julienne Brabet,Victoria Showunmi,2019-08-28 *Race Discrimination and Management of Ethnic Diversity and Migration at Work* analyses nine countries perspectives on Diversity Management and their increasing awareness of diversity equality racism and discrimination within companies and organisations throughout Europe

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