

WORKPLACE EQUALITY IN EUROPE

The Role of Trade Unions

ANNA
PARASKEVOPOULOU
AND
SONIA MCKAY

Workplace Equality In Europe The Role Of Trade Unions

Nora Räthzel, David L. Uzzell



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

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

Research Handbook on Gender, Work and Employment Relations Sue Williamson, Jane Parker, Noelle Donnelly, Mihajla Gavin, Sue

Russia,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 Unions in the Green Economy* Nora Räthzel,David L. Uzzell,2013 Combating climate change will increasingly impact on production industries and the workers they employ as production changes and consumption is targeted Yet research has largely ignored labour and its responses This book brings together sociologists psychologists political scientists historians economists and representatives from international and local unions based in Australia Brazil South Africa Taiwan Spain Sweden the UK and the USA Together they open up a new area of research Environmental Labour Studies The authors ask what kind of environmental policies are unions in different countries and sectors developing How do they aim to reconcile the protection of jobs with the protection of the environment What are the forms of cooperation developing between trade unions and environmental movements especially the so called Red Green alliances Under what conditions are unions striving to create climate change policies that transcend the economic system Where are they trying to find solutions that they see as possible within the present socio economic conditions What are the theoretical and practical implications of trade unions Just Transition and the problems and perspectives of Green Jobs The authors also explore how food workers rights would contribute to low carbon agriculture the role workers identities play in union climate change policies and the difficulties of creating solidarity between unions across the global North and South Trade Unions in the Green Economy opens the climate change debate to academics and trade unionists from a range of disciplines in the fields of labour studies environmental politics environmental management and climate change policy It will also be useful for environmental organisations trade unions business and politicians *Gender, Diversity and Trade Unions* Fiona Colgan,Sue Ledwith,2003-09-02 The pressures of globalization and diversity are increasingly requiring organizations to rethink their priorities and methods In this collection leading researchers examine the debates and developments on gender diversity and democracy in trade unions in eleven countries Offering an authoritative basis for comparative analysis this book is essential reading for researchers teachers trade unionists and students of industrial relations and equal opportunities along with all those concerned with ensuring that modern organizations reflect and represent the needs and concerns of a diverse workforce *Handbook of Workplace Diversity* Alison M Konrad,Pushkala Prasad (ed),Judith Pringle,2006-01-10 Showcases the scope of international perspectives that exist on workplace diversity and defines this field This book is a useful resource for students and academics of human resource management organisational behaviour organisational psychology and organisation studies *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 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 *Gender Equality Policy in the European Union* Ingrid Beggs, 2015-07-14 One of the solutions proposed by the European Union to remedy the effects of the 2008 economic crisis is to increase female labour participation This book explores the policy changes in four new member states that may reduce the gender employment gap and improve women's equal participation in the labour force **Handbook of Family Policy** Guðný Björk Eydal, Tine Rostgaard, 2018-11-30 The Handbook of Family Policy examines how state and workplace policies support parents and their children in developing earning and caring With original contributions from 44 leading scholars this Handbook provides readers with up to date knowledge on family policies and family policy research taking stock of current literature as well as providing analyses of present day policies and where they should head in the future **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 **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 The Handbook of Gender, Communication, and Women's Human Rights Margaret Gallagher, Aimee Vega Montiel, 2023-11-14 A timely feminist intervention on gender communication and women's human rights The Handbook on Gender Communication

and Women's Human Rights engages contemporary debates on women's rights democracy and neoliberalism through the lens of feminist communication scholarship. The first major collection of its kind published in the COVID 19 era, this unique volume frames a wide range of issues relevant to the gender and communication agenda within a human rights framework. An international panel of feminist academics and activists examines how media information and communication systems contribute to enabling, ignoring, questioning or denying women's human and communication rights. Divided into four parts, the Handbook covers governance and policy systems and institutions, advocacy and activism, and content rights and freedoms. Throughout the text, the contributors demonstrate the need for strong feminist critiques of exclusionary power structures, highlight new opportunities and challenges in promoting change, illustrate both the risks and rewards associated with digital communication, and much more. Offers a state-of-the-art exploration of the intersection between gender communication and women's rights. Addresses both core and emerging topics in feminist media scholarship and research. Discusses the vital role of communication systems and processes in women's struggles to claim and exercise their rights. Analyzes how the COVID 19 pandemic has exacerbated structures of inequality and intensified the spread of disinformation. Explores feminist-based concepts and approaches that could enrich communication policy at all levels. Part of the Global Handbooks in Media and Communication Research series. The Handbook of Gender Communication and Women's Human Rights is essential reading for advanced undergraduate and graduate students in media studies, communication studies, cultural studies, journalism, feminist studies, gender studies, global studies, and human rights programs at institutions around the world. It is also an invaluable resource for academics, researchers, policymakers, and civil society and human rights activists.

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.

Handbook on Lobbying and Public Policy David Coen, Alexander Katsaitis, 2024-08-06. This uniquely comprehensive Handbook examines the complex relationship between lobbyists and public policy through an innovative multi-analytic lens. Emphasising the profound impact

of the topic on modern government and contemporary societal issues David Coen and Alexander Katsaitis bring together a wide range of experts to illuminate the contexts and processes involved in public policy and how this interacts with the practice of lobbying

Can the Working Class Change the World? Michael D. Yates, 2018-10-02 An analysis of how the working class can mobilize as a force for change in the present day One of the horrors of the capitalist system is that slave labor which was central to the formation and growth of capitalism itself is still fully able to coexist alongside wage labor But as Karl Marx points out it is the fact of being paid for one's work that validates capitalism as a viable socio economic structure Beneath this veil of free commerce where workers are paid only for a portion of their workday and buyers and sellers in the marketplace face each other as equals lies a foundation of immense inequality Yet workers have always rebelled They've organized unions struck picketed boycotted formed political organizations and parties sometimes they have actually won and improved their lives But Marx argued because capitalism is the apotheosis of class society it must be the last class society it must therefore be destroyed And only the working class said Marx is capable of creating that change In his timely and innovative book Michael D Yates asks if the working class can indeed change the world Deftly factoring in such contemporary elements as sharp changes in the rise of identity politics and the nature of work itself Yates asks if there can in fact be a thing called the working class If so how might it overcome inherent divisions of gender race ethnicity religion location to become a cohesive and radical force for change Forcefully and without illusions Yates supports his arguments with relevant clearly explained data historical examples and his own personal experiences This book is a sophisticated and prescient understanding of the working class and what all of us might do to change the world

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

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 *Learning with Trade Unions* Moira Calveley, 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

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

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