# Gender, Diversity and Trade Unions

International perspectives

Edited by Fiona Colgan and Sue Ledwith



**Gary Daniels, John McIlroy** 

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 The SAGE Handbook of Industrial Relations Paul Blyton, Edmund Heery, Nicolas Bacon, Jack Fiorito, 2008-09-12 This handbook is an indispensable teaching research and reference guide for anyone interested in issues of labour and employment The editors have assembled a top flight group of authors and the end product is an encompassing state of the art review of the industrial relations field Professor Bruce E Kaufman AYSPS Georgia State University This Handbook will guickly become the standard reference in industrial relations research It provides the most comprehensive and challenging presentation of the key theoretical debates and topics of research that will shape our field well into the 21st century All who wish to contribute to this field will need to read this volume and then build on what these authors have to say Professor Thomas A Kochan MIT Institute for Work and Employment Research This authoritative panorama of the field demonstrates the contemporary vitality breadth and critical depth of industrial relations scholarship and research Thirty four stimulating essays by an international blend of leading academics expertly review the analytical and empirical state of play across all aspects of industrial relations enquiry In doing so a rich agenda for further scholarly endeavour emerges Paul Marginson University of Warwick Over the last two decades a number of factors have converged to produce a major rethink about the field of Industrial Relations Globalization the decline of trade unions the spread of high performance work systems and the emergence of a more feminized flexible work force have opened new avenues of inquiry The SAGE Handbook of Industrial Relations charts these changes and analyzes them It provides a systematic comprehensive survey of the field The book is organized into four interrelated sections Theorizing Industrial Relations The changing institutions that shape employment practice The processes used by governments employers and unions Income inequality employee wellbeing business performance and national comparative advantages The result is a work of unprecedented scope and unparalleled ambition It offers a compete guide to the central debates new developments and emerging themes in the field It will quickly be recognized as the indispensable reference for Teachers Students and Researchers It is relevant to economists lawyers sociologists business and management researchers and

Industrial Relations specialists Employment Relations in the Hospitality and Tourism Industries Rosemary Lucas, 2004 This timely book is one of the first of its kind to consider contemporary issues such as skills shortages labour turnover and training as well as changes in employment protection law in different areas of the hospitality industry A Comparison of the Trade Union Merger Process in Britain and Germany Jeremy Waddington, Marcus Kahmann, Jürgen Hoffman, 2005 Trade unions in Europe are currently facing a series of challenges that stem from changes to regulatory and production regimes implemented by the state and employers in order to compete in an increasingly internationalized economy In response to these challenges trade union movements have been dramatically restructuring long standing principles of organization have been jettisoned in an attempt to develop new structures Central to this process of structural adaptation are the mergers of trade unions This informative book focuses on the merger process in Britain and Germany and uniquely it reviews the wider implications of these developments particularly for North America As well as addressing the reasons for mergers the book also examines the process whereby mergers are concluded investigates the consequences and analyses the costs and benefits of the post merger organisation Drawing on interviews conducted with senior policy makers engaged in merger processes this book explores the extent of internal union reform brought about by the merger process and also identifies the implications of this reform for trade unions world wide Structured in distinct sections this book covers topic such as what distinguishes the British and German systems trade union structures pre merger issues settling the terms of the mergers post merger developments This book forms part of the Routledge Research in Employment Relations series featuring works of high academic merit drawn from a wide range of academic studies in the social sciences It is a valuable resource for postgraduate students studying business and management industrial employee relations and trade unions and Work Intensification Brendan Burchell, David Ladipo, Frank Wilkinson, 2002 Table of Contents List of illustrations List of contributors Acknowledgements Introduction 1 1 More pressure less protection 8 2 Flexibility and the reorganisation of work 39 3 The prevalence and redistribution of job insecurity and work intensification 61 4 Disappearing pathways and the struggle for a fair day s pay 77 5 Job insecurity and work intensification the effects on health and well being 92 6 The intensification of everyday life 112 7 The organisational costs of job insecurity and work intensification 137 8 Stress intervention what can managers do 154 9 What can governments do 172 Appendices 185 Notes 189 References 206 Index 222 **Trade Unions in a Neoliberal World** Gary Daniels, John McIlroy, 2009 Written by very well respected contributors this comprehensive volume provides readers with an academic examination and comparison of the politics of industrial relations in the UK and Europe German journal of industrial relations, 2004 Industrial Relations, 2005

International Abstracts of Human Resources ,2006 The Bibliographic Index ,2005 Forthcoming Books Rose Arny,2003 Contemporary Employment Relations Steve Williams, Derek Adam-Smith, 2006 Suitable for undergraduate and postgraduate students in the areas of industrial and employment relations personnel and human resource management

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Cashing in on Pay Equity? Jan Kainer, 2002 Annotation Pay equity has been on the political agenda of the women s movement in Canada for at least twenty five years In that time political action by women and the labour movement has culminated in pay equity laws in six of ten Canadian provinces Despite this a gender wage gap continues to exist Why hasn t pay equity law resulted in better pay for women Why does the gender wage gap continue to exist Is pay equity law an effective tool for eliminating workplace practices that contribute to gender wage inequality Cashing In On Pay Equity explores these questions through an in depth study of pay equity implementation in Ontario s supermarket chains during the 1990s a period of workforce reorganization for the retail food sector Despite union representation and pay equity legislation that had the potential to deliver gender wage fairness gender wage inequities remained following the pay equity exercise Intense industry competition economic restructuring and business unionism worked to prevent a more favourable pay equity outcome Nonetheless Cashing In On Pay Equity argues that pay equity legislation has the flexibility to win economic justice Human Resource Management in a Global Context Robin Kramar, Jawad Syed, 2012-01-12 A global for women contemporary and critical view of human resource management Using international examples and case studies this text covers the basic principles of HRM whilst exposing students to real world issues facing managers on a daily basis This text is essential reading for anyone who wants to understand and engage critically with HRM globally Gendering and **Diversifying Trade Union Leadership** Sue Ledwith, Lise Lotte Hansen, 2012-11-27 Examining the experiences of leadership among trade unionists in a range of unions and labor movements around the world this volume addresses perspectives of women and men from a range of identities such as race ethnicity sexuality and age It analyses existing models of leadership in various political organizational forms especially trade unions but also including business and management approaches leadership forms which arise from fields such as community pedagogy and the third sector This book analyzes and critiques concepts expectations and experiences of union leaders and leadership in labor organizations while comparing gender and cultural perspectives Contributors to the volume draw on empirical research to identify key ideas beliefs and experiences which are critical to achieving change setting up resistance and transforming the inertia of traditionalism **Labor** ,2005

American Book Publishing Record~, 2005

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