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| Altri autori (Persone)  | KraalKaren<br>RoosbladJudith<br>WrenchJohn  |
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| Nota di contenuto       | 1. The ideal of equal opportunities and the practice of unequal chances / Karne Kraal, John Wrench, Judith Roosblad and Patrick Simon -- 2. Ethnic inequality and discrimination in the labour market / Angela Nilsson and John Wrench -- 3. Migrant and minority women, inequalities and discrimination in the labour market / Eleonore Kofman, Judith Roosblad and Saskia Keuzenkamp -- 4. Employment equity policies in work organisations / Stijn Verbeek and Rinus Penninx -- 5. Diversity management and the business case / Michael Fischer.   |
| Sommario/riassunto      | The need to analyse labour market mechanisms in post-industrial Western societies is urgent. Despite laws and policy measures being developed at the European, national and local levels, job-seeking immigrants and ethnic minorities still suffer unequal access and ethnic discrimination. "This volume endeavours to understand why. Four chapters dealing with discrimination, gender, equity policies and diversity management present a lively discussion of the current scientific debate. Besides providing empirical evidence, the authors recommend methods for conducting further research in the field and |

evaluate the actual effects of discrimination-combating policies. One conclusion is that systematic analysis of the labour market and its subsequent equity policies must be supported by hard data, such as statistics. With its state-of-the-art scope and unique thematic exploration, this volume transfers knowledge from social science studies to a more operational realm. From here, both scholars and practitioners can help make equal opportunities more accessible than ever.

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