

1. Record Nr.	UNINA9910132304503321
Autore	Euwema Martin
Titolo	Promoting Social Dialogue in European Organizations [[electronic resource]] : Human Resources Management and Constructive Conflict Management // edited by Martin Euwema, Lourdes Munduate, Patricia Elgoibar, Erica Pender, Ana Belén García
Pubbl/distr/stampa	Cham, : Springer Nature, 2015 Cham : , : Springer International Publishing : , : Imprint : Springer, , 2015
ISBN	3-319-08605-7
Edizione	[1st ed. 2015.]
Descrizione fisica	1 online resource (xxi, 199 pages) : Illustrations, charts
Collana	Industrial Relations & Conflict Management, , 2199-4544
Disciplina	361.61
Soggetti	Industrial psychology Social policy Political science Industrial and Organizational Psychology Social Policy Political Science
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Chapter 1: Employee Representatives in European Organizations; Martin Euwema, Ana García, Lourdes Munduate, Patricia Elgoibar and Erica Pender -- Chapter 2: Belgium: Management Perceptions of Social Dialogue at the Company Level in Belgium; Valeria Pulignano and Nadja Doerflinger -- Chapter 3: Denmark: Employee Representatives in Denmark. How Employers See them and What they Expect; Soren Viemose and Hans Jørgen Limborg -- Chapter 4: Estonia: Employee Representatives in Estonia. How are they Perceived and What are the Expectations by Employers in Estonia? Mare Teichmann and Merle Lõhmus -- Chapter 5: France: Employee Representatives in France: Employers' Perceptions and Expectations Towards Improved Industrial Relations; Aurélien Colson, Patricia Elgoibar and Francesco Marchi -- Chapter 6: Germany: Management's Perceptions of Social Dialogue at the Company Level in Germany; Michael Whittall -- Chapter 7: Italy:

Management's Perceptions of Social Dialogue at the Company Level in Italy; Giovanni Passarelli -- Chapter 8: The Netherlands: Industrial Relations and Works Councils in The Netherlands. Results from Interviews and a Survey Among HR Managers; Aukje Nauta -- Chapter 9: Poland: Employee Representatives in Poland. How are they Perceived and What are the Expectations by Employers in Poland? Barbara Kousznik and Jarosaw Polak -- Chapter 10: Portugal: Employee Representatives in Portugal. How are they Perceived and What are the Expectations of Employees in Portugal? Ana Passos -- Chapter 11: Spain: Employee Representatives in Spain. Which are the Perceptions and Expectations by Employers? Lourdes Munduate, Ana García, Erica Pender, Patricia Elgoibar and Francisco Medina -- Chapter 12: United Kingdom: Employee Representatives and Participation in the United Kingdom; Miguel Martínez-Lucio and Arjan Keizer -- Chapter 13: The Tower of Power: Building Innovative Organizations through Social Dialogue; Ana García, Erica Pender, Patricia Elgoibar, Lourdes Munduate and Martin Euwema.

Sommario/riassunto

This volume focuses on describing the social dialogue system in organizations from an Human Resources Management perspective. Based on the NEIRE model for industrial relations, key factors are determined contributing to creative social dialogue in European organizations. Actual data from surveys and interviews from more than 700 CEO and HR managers in eleven European countries give insights in the experiences with and expectations of employers of social dialogue. The volume offers a comprehensive introduction to the historical context and current situation in social dialogue in these countries. This context helps to understand the current major challenges in each country when it comes to a vital social dialogue. Using good practices from many organizations, this book offers an agenda for innovative and cooperative social dialogue in organizations.

2. Record Nr.	UNINA9910786523803321
Autore	Somerville Siobhan B
Titolo	Queering the color line : race and the invention of homosexuality in American culture / / Siobhan Somerville
Pubbl/distr/stampa	Durham : , : Duke University Press, , 2000
ISBN	0-8223-7876-0
Descrizione fisica	1 online resource (273 p.)
Collana	Series Q
Disciplina	305.3/0973
Soggetti	Gender identity - United States - History Race awareness - United States - History Homosexuality in literature Homosexuality in motion pictures Race relations in literature Race relations in motion pictures Culture in motion pictures
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Bibliographic Level Mode of Issuance: Monograph
Nota di bibliografia	Includes bibliographical references (pages [221]-247) and index.
Nota di contenuto	Scientific Racism and the Invention of the Homosexual Body -- The Queer Career of Jim Crow: Racial and Sexual Transformation in Early Cinema -- Inverting the Tragic Mulatta Tradition: Race and Homosexuality in Pauline E. Hopkins's Fiction -- Double Lives on the Color Line: "Perverse" Desire in The Autobiography of an Ex-Coloured Man -- "Queer to Myself As I Am to You": Jean Toomer, Racial Disidentification, and Queer Reading.
Sommario/riassunto	"Queering the Color Line transforms previous understandings of how homosexuality was "invented" as a category of identity in the United States beginning in the late nineteenth century. Analyzing a range of sources, including sexology texts, early cinema, and African American literature, Siobhan B. Somerville argues that the emerging understanding of homosexuality depended on the context of the black/white "color line," the dominant system of racial distinction during this period. This book thus critiques and revises tendencies to treat race and sexuality as unrelated categories of analysis, showing instead that race has historically been central to the cultural production

of homosexuality. At about the same time that the 1896 Supreme Court Plessy v. Ferguson decision hardened the racialized boundary between black and white, prominent trials were drawing the public's attention to emerging categories of sexual identity. Somerville argues that these concurrent developments were not merely parallel but in fact inextricably interrelated and that the discourses of racial and sexual "deviance" were used to reinforce each other's terms. She provides original readings of such texts as Havelock Ellis's late nineteenth-century work on "sexual inversion," the 1914 film *A Florida Enchantment*, the novels of Pauline E. Hopkins, James Weldon Johnson's *Autobiography of an Ex-Coloured Man*, and Jean Toomer's fiction and autobiographical writings, including *Cane*. Through her analyses of these texts and her archival research, Somerville contributes to the growing body of scholarship that focuses on discovering the intersections of gender, race, and sexuality." -- Publisher's description.
