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Nota di contenuto	Cover; Contents; List of Figures; List of Tables; About the Editors; Notes on Contributors; Acknowledgements; List of Abbreviations; Introduction; Part I Legal Framework and the Limits of the Law; 1 A Right Not to be Discriminated Against: The Origins and Evolution of Discrimination Law; 2 The Road to Equality: Legislating for Change?; 3 Dignity at Work: The Law's Engagement with Bullying and Harassment in the Workplace; 4 The Law Relating to Pregnancy and Maternity Leave; Part II Discrimination(s) in the Workplace: Gender and Sexuality 5 Model Employment? The Challenges Ahead for Public Sector Employers and Unions in Tackling the Gender Pay Gap6 Pay Inequality in Manufacturing Industry: The Case of the Printing Industry; 7 Career Obstacles, Discrimination and Women's Independent Networks: Evidence from the UK and Germany; 8 Creating Inclusive Organisations: What do Lesbian, Gay and Bisexual Employees in the Private Sector

Think Makes a Difference?; Race, Migration and Religion; 9 The Racialised Organisation: The Experiences of Black Managers; 10 The Role of Trade Unions in Fighting Racial Discrimination  
11 Migration and Work: Discrimination Obligatory? 12 Management Handling of Religion and Belief in the Workplace: Challenges and Solutions; Disability; 13 Understanding Workplace Adjustments for Disabled Employees: The Law and Good Practice; 14 Mental Health and Discrimination: A Short Guide to Being Unreasonable; Age; 15 Demographic Change and Implications for Workforce Ageing in Europe; 16 Ageism, Solicitors and Female Mature Entrants: An Awkward Combination; 17 The 'Duty to Consider': How Employers are Managing Requests from Employees to Delay Retirement; Part III Equality - New Approaches  
18 Measures to Tackle Disadvantage and Discrimination in Access to Employment: The Role of Employers 19 'Eyes and Ears' in the Workplace: The Developing Role of Equality Representatives; 20 Strategies for Equality: The Norwegian Experience of the Use of Gender Quotas in the Private Sector; 21 Tackling Gender Segregation in the UK Transport and Construction Sectors: Recent Initiatives and Procurement Strategies;  
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Sommario/riassunto

Complying with the law is only the first step, changing organisational culture is also necessary to tackle the persistent forms of discrimination that exist in the workplace. The Gower Handbook of Discrimination at Work considers the current legal framework of discrimination law, it offers critical perspectives on the effectiveness of the law in the promotion of non-discrimination, and discusses the changes being proposed that will lead to a single equality act. The authors then look at ways to address discrimination. The Handbook will interest practitioners, such as HR professionals and manage

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