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Nota di contenuto	Cover -- Discrimination against women and migrants in European labor markets: An introduction -- Literature -- "Non-take up", "Access to social rights", "Anti-discrimination": Reframing equality in France -- 1. Social citizenship and the conception of equality in France -- 2. Analytical grid: policy frames as normative and institutional devices -- 3. Policy frames: sequential analysis and institutionalization -- 3.1.

Non-take up and access to social rights: sequential analysis of ideas and discourses (from the 1970s to 1998) -- 3.2. Institutionalizing access to social rights -- 3.3. Fighting discrimination: sequential analysis of ideas and discourses (from the 1950s to 2004) -- 3.4. Institutionalizing anti-discrimination -- 4. Conclusion -- References --

Gender and the labour market: A survey on French research -- Introduction -- 1. The emergence and consolidation of gender issues in France: The driving forces of change -- The feminist movement(s) -- Internationalisation of scientific production and reappropriation of Anglo-Saxon research: the example of (labour) economics -- European integration: law and cognitive frameworks -- 2. In what ways has the consideration of gender renewed our understanding of the dynamics of employment and inequality in France? -- Revisiting the concepts, methods and canonical objects of investigation: dynamics of employment, increase in qualifications and enduring inequalities -- Female employment at the heart of employment growth -- Changes in qualification levels and female carriers -- Analytical shifts and the exploration of new research topics: Fresh insights into gender inequalities in the labour market -- New insides on gender inequality on the labour market -- The reconsideration and evaluation of employment and other related public policies from a gender perspective.

Intersectionality and discriminations in pay and recruitment -- Conclusion -- Bibliography -- "Give women proper part-time work!" - Historical trajectories of employment regulation and female labor market participation in Germany between 1998 and 2006 -- Introduction -- Welfare states' role in women's participation in the labor force and the German gender regime -- Welfare states as norm givers -- Tracing the intertwined policy norms of labor market and family policies: research design and methods used -- German labor market policy and the feminization of part-time and marginal employment -- Family policy and family models until the mid-2000s -- Aligning contradicting normative orientations within the political discourse: Employment and family policy debates in the Bundestag in the 1990s and 2000s -- Discussion and conclusion -- Primary sources -- References -- The (dis-)comfort of diversity - perspectives of racialized workers and diversity practitioners on diversity and race at the workplace -- Introduction -- The rise of the diversity discourse -- Racial diversity and anti-discrimination in the context of the workplace -- Data and Methodology -- "Diversity ends with black people" - Racialized workers' experiences with diversity in the workplace -- Insights from Diversity practitioners -- Summary and Discussion -- Bibliography -- Acknowledgement -- Precarity-based evidence: trade unions' knowledge production on migrant workers' occupational health in slaughterhouses in Germany -- 1. Introduction -- 2. Theory/methods package -- 2.1. Evidence-based policy -- 2.2. Data collection -- 2.3. Situational analysis of unions' evidence development -- Situational maps -- Social world/arenas -- Positional maps -- 3. Union evidence in the ArbSchKG -- 4. Situating union evidence: structural precarity -- 4.1. Legal situation: systemic precarity. 4.2. Cultural situation: epistemic precarity -- 5. Precarity-based evidence: the experience of unions in Schleswig-Holstein -- 5.1. Phase 1: Initial knowledge gain -- 5.2. Phase 2: Knowledge verification -- 5.3. Phase 3: Knowledge application -- 5.4. Phase 4: Optimised knowledge gain -- 6. Final reflections -- Acknowledgement -- Competing Interests -- Sources -- Bibliography -- Appendix -- The impact of criminal records and ethnic-sounding names on young men's employment chances in Germany: Field experimental evidence -- 1

Introduction -- 2 Background -- Discrimination theory -- Crime & labor market opportunities -- Ethnicity -- Interaction of crime & ethnicity -- 3 Data & Methods -- Study design -- Experimental manipulations -- Applicant characteristics -- Data collection -- Outcome variable -- Analytical strategy -- 4 Findings -- Robustness checks -- 5 Discussion -- References -- Appendix -- German email -- Email (translated) -- Microaggressions at work: how highly qualified migrants experience individual discrimination at work settings -- Introduction -- Background: The Danish narrative on the good, qualified migrant -- Theoretical frame: Discrimination and microaggressions -- Study Design -- Results: Themes and Types of Microaggressions -- Microinsults by direct degradation -- Microinsults by comparison -- Microinvalidations -- Microexclusions -- Microinvisibilizations -- Who receives which type of microaggression? -- Discussion and Conclusion: The specific experiences of highly qualified migrants -- References -- "I don't attribute that to the fact that I'm a foreigner" - Female CEE migrants in Austria and their perspectives on deskilli -- 1. Migration and deskilling -- 1.1 Deskilling among highly educated migrants from CEE countries in Austria -- 1.2 Gender differences in regard to deskilling. 1.3 Moving towards an understanding of the micro-processes of "deskilling" -- 2. Research question -- 3. Research context and methodological approach -- 4. The case study: Michaela -- 4.1 Applying a temporal lens -- 4.1.1 Early career migration -- 4.1.2 Incompatibility of childcare and labour -- 4.1.3 Interpreting deskilling -- 4.2 The contextuality of being a "foreigner" and a "woman" -- 4.2.1 "I'm really the only foreigner they have to deal with" -- 4.2.2 The altered relevance of gender -- 4.2.3 New ambivalences -- 5. Conclusion -- Acknowledgments -- Literature -- Categorization and differentiation as 'useful others': An intersectional perspective on the European labor market -- Introduction -- EU Labor Migration and the Construction of the "Useful Other" -- Hierarchical Differentiation in the Labor Market: Neoliberal Capitalist, Colonial, and Heteropatriarchal Influences -- Methodological approach -- Examining the Construction of the "Useful Other": Macro- and Meso-Level Insights -- Gender -- Meso-level -- Age -- Meso-level -- Origin -- Meso-level -- Class -- Meso-level -- Discussion -- Conclusion -- References -- Websites.

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