International Handbook on Diversity Management at Work

Country Perspectives on Diversity and Equal Treatment

Edited by

Alain Klarsfeld

Employment Research Group, Toulouse Business School, ESC Toulouse, France

Edward Elgar

Cheltenham, UK • Northampton, MA, USA

Contents

	t of contributors — cnowledgements	vii xiv
an c	spectives from 16 countries on diversity and equal treatment at work: overview and transverse questions in Klarsfeld	1
1	Managing gender diversity in Pakistan and Turkey: a historical review Mustafa Özbilgin, Jawad Syed and Beliz Dereli	11
2	Austrian perspectives on diversity management and equal treatment: regulations, debates, practices and trends Regine Bendl, Edeltraud Hanappi-Egger and Roswitha Hofmann	27
3	Diversity management in Belgium Annie Cornet and Patrizia Zanoni	45
4	Employment equity and workplace diversity in Canada Rana Haq and Eddy S. W. Ng	68
5	Equality and diversity in the French context Anne-Françoise Bender, Alain Klarsfeld and Jacqueline Laufer	83
6	Social inequality, diversity and equal treatment at work: the German case Verena Bruchhagen, Jürgen Grieger, Iris Koall, Michael Meuser, Renate Ortlieb and Barbara Sieben	109
7	Affirmative action in India: caste-based reservations Rana Haq and Abhoy K. Ojha	139
8	The development of diversity management in the Italian context: a slow process Annalisa Murgia and Barbara Poggio	160
9	Laws, policies and practices of diversity management in the Netherlands Inge Bleijenbergh, Marloes van Engen and Ashley Terlouw	179
10	Singapore: equality, harmony and fair employment Audrey Chia and Angeline Lim	198
11	Employment equity and diversity management in South Africa Lize A.E. Booysen and Stella M. Nkomo	218
12	A possible brain drain: workplace diversity and equal treatment in Sweden Viktorija Kalonaityte. Pushkala Prasad and Adiam Tedros	244

vi Contents

13	Diversity made in Switzerland: traditional and new plurality meets the business case Julia Nentwich, Chris Steyaert and Brigitte Liebig	263
14	Discourses and practices of diversity management in the UK Ahu Tatlı	283
15	Managing diversity in the USA: the evolution of inclusion in the workplace Waheeda Lillevik, Gwendolyn M. Combs and Cheryl Wyrick	304
Index		335