



Anne-Marie Mooney Codier

# *GENDER INJUSTICE*

*An International Comparative Analysis  
of Equality in Employment*

# Gender Injustice A Comparative Analysis Of Equality In Employment In Europe And North America

**Robert L. Dipboye, Adrienne Colella**



## **Gender Injustice A Comparative Analysis Of Equality In Employment In Europe And North America:**

**Gender Injustice** Anne-Marie Mooney Cotter, 2017-03-02 Gender equality and the importance of the law in combating discrimination are issues explored by this insightful work Gender Injustice allows readers a better understanding of the issue of inequality and aims to increase the likelihood of achieving gender justice in the future It investigates equality in employment for men and women in terms of the law at both national and international levels and looks at the primary role of legislation which has an impact on the court process It also discusses the two most important trade agreements of our day namely the North American Free Trade Agreement and the European Union Treaty in an historical and compelling analysis of women and equality By providing a detailed examination of the relationship between gender and the law the book will be an important read for those concerned with equal pay and equal access to employment **The Logics of Gender Justice** Mala

Htun, S. Laurel Weldon, 2018-03 This book explains when and why governments around the world take action to advance or undermine women's rights **Equality, Inequalities and Diversity** Geraldine Healy, Gill Kirton, Mike Noon, 2010-11-10

**Equality Inequalities and Diversity** offers an authoritative critical analysis of equality inequality and diversity in organizations Using international examples it explores contemporary concepts and debates based on original research in a number of fields and sectors an ideal course companion for anyone studying diversity **Gender Equality Policy in the European Union** Ingrid Bego, 2015-07-14 One of the solutions proposed by the European Union to remedy the effects of the 2008 economic crisis is to increase female labour participation This book explores the policy changes in four new member states that may reduce the gender employment gap and improve women's equal participation in the labour force **Religion, Equality and**

**Employment in Europe** Katayoun Alidadi, 2017-06-15 The management of religious and ideological diversity remains a key challenge of our time deeply entangled with debates about the nature of liberal democracy equality social cohesion minorities and nationalism security and foreign policy This book explores this challenge at the level of the workplace in Europe People do not surrender their religion of belief at the gates of their workplace nor should they be required to do so But what are the limits of accommodating religious belief in the workplace particularly when it clashes with other fundamental rights and freedoms Using a comparative and socio legal approach that emphasises the practical role of human rights anti discrimination law and employment protection this book argues for an enforceable right to reasonable accommodation on the grounds of religion and belief in the workplace in Europe In so doing it draws on the case law of Europe's two supranational courts three country studies Belgium the Netherlands and the UK as well as developments in the US and Canada By offering the first book length treatment of the issue it will be of significance to academics students policy makers business leaders and anyone interested in a deeper understanding of the potentials and limits of European and Western inclusion freedom and equality in a multicultural context Awarded an honourable mention from the International Academy of Comparative Law for the 2018 Canada Prize *Equal Opportunities and Ethnic Inequality in European Labour Markets* Karen Kraal, Judith

Roosblad, John Wrench, 2025-10-01 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

Taking Employment Discrimination Seriously: Chinese and European Perspectives Yuwen Li, Jenny

Goldschmidt, 2009-06-02 Employment discrimination is present in any society However this severe social problem has escalated in the post Mao era in China The imbalance between supply and demand in the labour market combined with a lack of general consciousness regarding labour rights have contributed to the swift spread of discrimination This book contains the most recent research on the reality of discrimination in China and advocates for effective employment equality protection through law and specialised equality institutions The study of equal treatment in the legal systems of the EU illustrates the important contribution law together with general policies can make to the improvement of equality in employment While both systems face a distinctive range and degree of problems employment discrimination ought to be taken seriously in China and the countries of the EU

**The Contextual Challenges of Occupational Sex Segregation** Stephanie

Steinmetz, 2011-12-15 This study untangles the complex interplay of individual and contextual factors shaping cross national differences in horizontal and vertical occupational sex segregation It relates the individual factors affecting occupational decisions to the broader social and economic context within a given society Following this approach Stephanie Steinmetz provides a comprehensive overview of the development and causes of cross national differences in occupational sex segregation She offers insights into the positioning of 21 EU Members States particularly of former CCE countries Based on advanced multi level models the study shows that institutional factors such as the organization of educational systems post industrial developments social policies and the national gender culture play a crucial role in shaping sex segregation processes apart from individual factors The author clarifies that a distinct set of institutional factors is relevant to each of the two dimensions of occupational sex segregation and that these factors operate in different directions some reduce horizontal segregation while at the same time aggravating the vertical aspect Finally the study assesses the empirical findings from a political perspective by addressing the future contextual challenges of EU Member States seeking to attain higher gender equality on the labour market

American Book Publishing Record ,2004      **Gender and the European Labour Market**

Francesca Bettio, Janneke Plantenga, Mark Smith, 2013-03-20 The book presents state of the art research on women's current position in European labour markets. It combines analysis of the latest trends in employment, occupational segregation, working time, unpaid work, social provisions, especially care provisions, and the impact of the financial crisis with overall assessment of the actual impact of the European Employment Strategy and the specific impact of key policies such as taxation and flexicurity.

**Health at Work, Ageing and Environmental Effects on Future Social Security and Labour Law Systems** Lourdes Mella Méndez, Nuno Cerejeira Namora, Duarte Abrunhosa e Sousa, 2019-01-15 This volume analyses the most important problems and challenges that health, age and the environment introduce in the labour market and how these factors affect both the way people work and their rights. The contributions here focus on the main challenges for social security systems, lawmakers and trade unions, and provide important solutions to improve workers' rights and guarantee the viability of public social security systems. Other topics analysed here include dress codes and whistleblowing in companies. From the labour point of view, workers' representatives and trade unions must take action in collective bargaining to deal with these topics and adequately protect the workforce. The authors here are drawn from countries such as Hungary, Portugal, Spain, Italy, Poland, Brazil and Colombia, providing a global perspective. The book will appeal to lawyers, legal and human resources experts, economists, judges, academics and staff from trade unions and employers' representation. The volume features insights and contributions in different languages with chapters in Spanish 13, English 7 and Portuguese 2.

**Equality Within Our Lifetimes** Jody Heymann, Aleta Sprague, Amy Raub, 2023-02-28 The book proceeds in three sections. In section one we examine how the laws in every country address discrimination in the workplace, not only on the basis of sex and gender but also based on pregnancy, family status, race, ethnicity, religion, disability, migration status, sexual orientation, socioeconomic status and gender identity. Section 2 explores why achieving gender equality in the economy will be impossible without addressing both paid and unpaid caregiving. Lastly, in section three we assess what it takes to make change happen. Section three examines approaches that would make a difference within months as well as approaches that would be transformational long term.

*Lifetime Disadvantage, Discrimination and the Gendered Workforce* Susan Bisom-Rapp, Malcolm Sargeant, 2016-10-20 Critically examines discrimination and disadvantage suffered by women at work and focuses on the inadequacies of the current law.

Discrimination at Work Robert L. Dipboye, Adrienne Colella, 2013-06-17 This edited volume in the SIOP Organizational Frontiers series brings together top scholars in Industrial and Organizational Psychology with social psychologists to explore the research and theory relating to the various areas of workplace discrimination.

**Caring Responsibilities in European Law and Policy** Eugenia Caracciolo di Torella, Annick Masselot, 2020-02-28 This book explores the emerging engagement of EU law with care and carers. The book argues that the regulation of care by the EU is crucial because it enables the development of a broad range of policies. It contributes to the sustainability of society and ultimately it enables individuals to flourish. Yet to date the EU approach to regulating the caring

relationship remains piecemeal and lacks the underpinning of a cohesive strategy Against this backdrop this book argues that the EU can and must take leadership in this area by setting principles and standards in accordance with the values of the treaty in particular gender equality human dignity solidarity and well being The book further makes a case for a stronger protection for carers who should not only be protected against discrimination but should also be supported valued and put in a position to make choices and lead full lives In order to achieve this a proactive approach to rebalancing the relationship between paid and unpaid work is necessary Ultimately the book puts forward a series of legal and policy recommendations for a holistic approach to care in the EU

Encyclopedia of Equality, Equity, Diversity and Inclusion Alain Klarsfeld, Stella Nkomo, Lucy Taksa, Anne-Françoise Bender, Gaëlle Cachat-Rosset, 2024-05-02 Providing comprehensive coverage of the field of diversity equality equity and inclusion DEI this timely Encyclopedia addresses significant developments in diversity management Entries adopt both theoretical and critical approaches to construct a complete picture of this crucial approach to business practice

Gender and International Migration in Europe Eleonore Kofman, Annie Phizacklea, Parvati Raghuram, Rosemary Sales, 2005-06-20 Gender and International Migration in Europe is a unique work which introduces a gender dimension into theories of contemporary migrations As the European Union seeks to extend equal opportunities increasingly restrictionist immigration policies and the persistence of racism deny autonomy and choice to migrant women This work demonstrates how processes of globalisation and change in state policies on employment and welfare have maintained a demand for diverse forms of gendered immigration The authors examine state and European Union policies of immigration control family reunion refugees and the management of immigrant and ethnic minority communities Most importantly this work considers the opportunities created for political activity by migrant women and the extent to which they are able to influence and participate in mainstream policy making This volume will be essential reading for anyone involved in or interested in modern European immigration policy

**European Union Non-Discrimination Law and Intersectionality** Anna Lawson, 2016-07-22 This book contributes to a critical reflection of current legislative and jurisprudential developments in Non Discrimination Law focusing on the European Union The book is focused on intersectionality between gender race and disability and the question of whether and to what extent this intersection can be adequately addressed in EU law The discussion rests on two basic assumptions First the multiplication of discrimination grounds in EU law and other legal regimes should not result in a dilution of the demands of equality law Accordingly the book focuses on the three key grounds race gender and disability These constitute nodes around which other discrimination grounds can be grouped Second any multi ground non discrimination law framework needs to engage with the question of discrimination on several grounds This book provides a critical evaluation of some of the problems presented by such intersectionality and an opportunity to explore the issues in depth This collection offers some new proposals relating to the regrouping of identity categories and to the general approach to socio legal research in the field It also contains a

comparative section which expands on practical experiences with intersectionality and law and a section dedicated to juridical responses to intersectionality The book will be a valuable resource for researchers academics and those working in the area of EU non discrimination law and policy

**Local Content and Sustainable Development in Global Energy Markets** Damilola S. Olawuyi, 2021-03-04 Examines critical links between local content requirements and the application of sustainable development treaties in global energy markets

*Age Discrimination and Diversity* Malcolm Sargeant, 2011-08-04 This volume of essays is concerned with the discrimination against older people that results from a failure to recognise their diversity By considering the unique combinations of discrimination that arise from the interrelationship of age and gender pensions ethnicity sexual orientation socio economic class and disability the contributors demonstrate that the discrimination suffered is multiple in nature It is the combination of these characteristics that leads to the need for more complex ways of tackling age discrimination

## **Gender Injustice A Comparative Analysis Of Equality In Employment In Europe And North America** Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is actually remarkable. This extraordinary book, aptly titled "**Gender Injustice A Comparative Analysis Of Equality In Employment In Europe And North America**," written by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound affect on our existence. Throughout this critique, we shall delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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