



# Workplace Equality in Europe: The Role of Trade Unions

*Anna Paraskevopoulou, Sonia McKay*

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Drawing on data from a Europe wide project, together with existing data on equality and diversity initiatives, this book explores the work of trade unions in supporting equality and anti-discrimination policies across Europe and, in particular, the processes and collaborations involved in incorporating equality and diversity policies into trade union agendas. It considers theoretical issues of equality and diversity, the role of EU legislation, multiple discrimination and exclusion and disadvantage in the labour market in relation to the role of trade unions, and addresses central questions about the actions and challenges faced by trade unions in promoting equality in the workplace and in implementing anti-discrimination policies at local, national and European levels. With research spanning 34 European countries and extending to over 250 interviews and 15 case studies, Workplace Equality in Europe examines the impact of a period of economic crisis on workplace diversity, exploring forms of inter-union cooperation at European and international levels and shedding fresh light on the processes that lead some trade unions to adopt equality policies while others remain reluctant to develop or expand policies in this area. A detailed European study of trade union activity and workplace diversity, this book will be of interest to scholars of the sociology of work and organisations, labour relations and workplace diversity.

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