



International Handbook on Diversity Management at Work: Country and Thematic Perspectives on Diversity and Equal Treatment

Alain Klarsfeld

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'This second edition contains 14 countries as opposed to 16 in the first edition, but is essentially different as it not only includes updates for the countries in common, but also six new ones including Australia, Finland, Japan, New Zealand, Nigeria and Russia. It is, therefore, essentially a complement to the first edition. The editors suggest that one of the most significant effects of globalization has been to widen the scope of diversity management as workforces are becoming more diverse, with migrants posing a particular challenge in some countries. Examination at national level is crucial as anti-discrimination legislation and its implementation vary from country to country, especially with respect to whether or not positive discrimination is a feature. Above all the picture is changing over time. Hence the need for this new edition.'

- Peter J. Sloane, Swansea University, UK and Flinders University, Australia

'By covering the diversity practices in 14 different countries this Handbook makes evident the need to consider diversity management from a global and local standpoint. What is legal and standard practice towards equality in one country can be viewed as discriminative and unlawful just across the border. With such complex reality, the authors of this book make an incredible job of providing the reader with detailed and useful information on how to approach diversity 'glocally' (that is, in multiple geographies). The book, in a way, is a global travel guide for diversity management that benefits both business managers and HR practitioners operating in the international arena.'

- Simon L. Dolan, ESADE Business School, Spain and Editor-in-Chief, *Cross Cultural Management: An International Journal*

Managing and developing diversity is on the political and business agenda in many countries; therefore diversity management has become an area of knowledge and practice in its own right. Yet all too often it is referred to as a unifying concept, as if it were to be interpreted uniformly across all cultures and countries. The contributors to this volume expertly examine the relationship between diversity management and equality legislation within the different participating countries' national contexts. They advocate that such separation and sequencing between equality at work and diversity management is far from natural.

The second edition of this important reference work provides important updates and new perspectives on the cases constituting the first edition as well as including contributions from a number of new countries: Australia, Finland, Japan, New Zealand, Nigeria and Russia. Countries that have been updated and expanded are Austria, Canada, France, India, Italy, the Netherlands, South Africa and the United Kingdom.

This *Handbook* will be greatly appreciated by scholars who wish to better contextualize their research and will also provide policy-makers with benchmark data regarding equal treatment and diversity as understood in other countries.

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Edward Donnelly:

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